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ABSTRACT

Highlighted in this document are the statistical findings of a survey of minorities employed in federal agencies as of 1969, and a summary of program changes which have resulted since 1967. Findings from the survey include: (1) minority groups as a whole comprise 19.2 percent of the full time federal civilian work force in the United States, (2) approximately 36 percent of all minority group employees are under the General Schedule or a similar pay system, (3) the minority group employees are concentrated in the lower income brackets of each pay system, (4) of the 501,000 minority employees on the rolls on November 30, 1969, almost 495,000 (98.8 percent) were located in the United States, (5) nearly a fourth of all federal employees in the United States and about 30 percent of those belonging to a minority group are located either in the central office area or the Philadelphia region, (6) minority group employees hold about 24 percent of the federal civilian jobs in standard metropolitan statistical areas, and (7) the five largest federal departments and two largest independent agencies employ the majority of the minority civilian work force. Tables containing more explicit information are appended. (Author/SN)

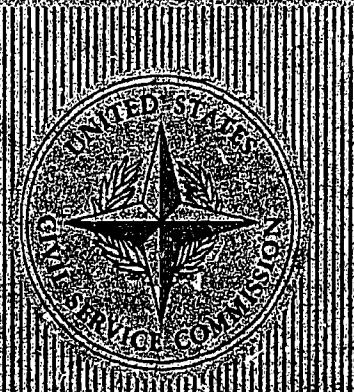
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SM 70-69A

PRELIMINARY
REPORT OF
MINORITY GROUP EMPLOYMENT
IN THE
FEDERAL GOVERNMENT

1969



Prepared by

U.S. CIVIL SERVICE COMMISSION

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INTRODUCTION

In August 1969, President Nixon issued an Executive order prescribing new directions for the Government's Equal Employment Opportunity program. The main thrust of that Executive order is to facilitate achievement of the "full realization of equal employment opportunity in each executive department and agency through a continuing affirmative program." In a memorandum to agency heads directing them to "cooperate fully in this urgent undertaking and move forward energetically toward the new program goals" recommended by Civil Service Commission Chairman Robert E. Hampton, the President declared "discrimination of any kind based on factors not relevant to job performance must be eradicated completely from Federal employment."

In outlining the steps to be taken to assure equal employment opportunity, the President stated:

- (1) We must, through positive action, make it possible for our citizens to compete on a truly equal and fair basis for employment and to qualify for advancement within the Federal Service.
- (2) Assuring equal employment opportunity in a Federal department or agency is the responsibility of the organization's head and must have a continuing high priority.
- (3) Equal employment opportunity must become an integral part of the day-to-day management of Federal agencies, and interwoven with every action having an effect on employees.
- (4) While we must continue to search out qualified personnel from all segments of our population, we must also assure the best possible utilization of the skills and potential of the present work force. Those who have the potential to serve at the supervisory level and above should be identified and given the opportunity to develop to their fullest capability.
- (5) Special efforts must be made to assure that opportunities in the Federal Government at the professional levels are made known to men and women of all races, religions and ethnic backgrounds so that more positions of leadership can be assumed by persons from all segments of our population.
- (6) Every possible step must be taken by agency heads to make sure that each manager and supervisor in the Government understands and implements the objective of equal employment opportunity for all Americans.
- (7) The Government, as a responsible employer, must do its part along with other employers to provide special employment and training programs to those who are economically or educationally disadvantaged. We must hold out a helping hand and imaginatively use the facilities of the Government to prepare such persons for useful and productive employment.

To implement the program outlined in the new Executive order, Chairman Hampton designated CSC Executive Director Nicholas J. Oganovic as Coordinator for the Government-wide EEO program. To assist Mr. Oganovic, James Frazier, Jr.

has been named Director, Office of Federal Equal Employment Opportunity.

Because the previously described Executive order was issued less than four months prior to the as of date of this minority group employment census, its impact on the 1969 data is necessarily limited. It is included here because it lays the base line against which future studies of this type will be measured.

Like its predecessors, the first of which appeared in 1961, this report is intended primarily for use by those who manage the Federal civilian work force. It is hoped, however, that it will prove useful to those without managerial responsibility but who are concerned with the nature of and changes in the composition and structure of the Federal work force. The statistical data and analyses presented herein are directed at such questions as: What is the size and geographic distribution of the Federal civilian work force? What is the extent of minority group representation? How is this work force paid? How does the pay of its minority group employees compare with that of its non-minority group employees? Is there evidence of upward mobility among its minority group employees?

Included in this census are Negroes, persons with Spanish surnames, American Indians, Orientals, Aleuts, and Eskimos. (The inclusion of the statistics on Aleuts and Eskimos in the state of Alaska is an innovation of the 1967 study.) All ~~say~~ systems are represented as are all states, foreign countries and territories, except the State of Hawaii and the Commonwealth of Puerto Rico. Foreign nationals overseas are excluded, as are all employees not in a full-time status as of November 30, 1969.

In surveys conducted prior to 1966, information was gathered in all areas for Negroes, but only in certain states and standard metropolitan statistical areas for other minority groups. The designation "Spanish-Surnamed" as used in this report refers to persons who are of Mexican, Puerto Rican, Latin American, or other Spanish-speaking origins (including persons of Spanish-speaking background whose surnames are no longer Spanish due to marriage or other reasons). This differs somewhat from the designations used in some of the previous surveys. The designation "Spanish American", used in the 1967 survey is roughly equivalent to that used in the 1969 survey. It included persons of Mexican American and Puerto Rican, as well as those of other Latin American or Spanish origin or ancestry.

Minority group designations are based on the visual observations of the supervisors, and their knowledge of what each individual employee considers himself to be or is regarded to be in the work environment or the community. While the limitations of this procedure are recognized, it is considered to be among the best of those adjudged to be both operationally and economically feasible.

Finally, this is the first report in which any effort has been made to analyze Federal employment data for minority groups and interpret its meaning on a national basis.

It is hoped that the data contained herein will provide answers to at least some of the questions raised above and such others as may arise more or less naturally in connection with a census of this type. Toward that end data are included for the first time for each minority group by department and selected agency, and the number of Standard Metropolitan Statistical Areas (SMSA's) has been expanded from 41 in the 1967 study to 75 in the present one. Detailed tables showing minority employment data by grade (or other pay level) are also included for the first time since we began publication of minority data.

1969 HIGHLIGHTS

- Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans are moving upward in Federal jobs. They now hold more of the better paying jobs than they have held in any previous period covered by a minority survey. For example, at grades GS-9 through 11, the number of Negroes increased by 29 percent (3,687); the number of Spanish-surnamed Americans by 25 percent (917); the number of American Indians by 28 percent (318); and the number of Oriental Americans by 19 percent (501). Corresponding increases at grades 12 through 15 were: 41 percent (1,859) for Negroes; 45 percent (649) for Spanish-surnamed Americans; 28 percent (135) for American Indians; and 31 percent (546) for Oriental Americans.
- Although total Federal civilian employment declined by some 20,000 positions between the November 1967 and November 1969 surveys, there was a slight increase (about 4,000) in the number of minority employees in Federal jobs. This is primarily a reflection of the 4,700 Spanish-surnamed Americans added to the work force since November 1967.
- As of November 30, 1969, minority group employees held 501,425, or 19.3 percent of the 2.6 million full-time Federal jobs. Of the 19.3 percent, 15.0 percent are Negroes, 2.8 percent are Spanish-surnamed, 0.6 American Indians, and 0.8 Oriental Americans.
- Within the General Schedule and similar pay systems, all Civil Service regions reported increased employment and upward movement of minority employees.
- In grades 5 through 15 of the General Schedule and similar pay systems, the numbers of minority employees increased at a rate three to five times the rate for non-minorities, due in part to the extension of recruiting efforts to additional sources of minority candidates and in part to the promotion of minority employees already on the rolls.
- In nearly a third (5) of the 16 largest agencies which account for 97 percent of the total work force, 20 percent or more of all minority group employees paid at General Schedule rates are above the GS-9 level. In 2 of these 5 agencies (National Aeronautics and Space Administration and Transportation) the proportion is well over 25 percent.
- Seventy-eight percent of all minority employees in the Federal civilian work force work in 75 Standard Metropolitan Statistical Areas (SMSA's).
- In those 75 SMSA's, 64 percent of those minority group employees paid at General Schedule and similar rates are at or below GS-5; 57 percent of those paid Wage System rates earn less than \$7,000; 90 percent of those paid Postal Field Service rates are at or below PFS-5; and 76 percent of those paid "all other" rates earn less than \$8,000. The corresponding proportions for non-minority group employees are: 30 percent for those paid at General Schedule and similar rates; 24 percent for those paid Wage System rates; 81 percent for those paid Postal Field Service rates; and 27 percent for those paid "all other" rates.

- ° Thirty-six percent of all minority group Federal employees are paid General Schedule or similar rates. Of the remaining 64 percent, 32 percent are paid Postal Field Service rates and 31 percent Wage Systems rates. The remaining one percent are paid a variety of rates, all different from the three previously cited ones.

SIGNIFICANT PROGRAM CHANGES SINCE 1967

Since the 1967 survey, two events that have had or will have a significant impact on the Federal civilian work force have taken place. They are: the Revenue and Expenditure Control Act of 1968 and President Nixon's Executive order on equal employment opportunity. The major intent of each of these events and their gross impact on these data are summarized below.

Effect of Revenue and Expenditure Control Act (Public Law 90-364)

In June of 1968, Congress imposed controls on employment. The nature and scope of those controls are set forth in the Revenue and Expenditure Control Act of 1968. This Act provided for a reduction in full-time employment in permanent positions by restriction of accessions in each agency to a portion of its separations. Certain types of accessions, however, were exempt. For example, disadvantaged youths and certain intermittent employees were excluded from these controls.

Although certain agencies were subsequently excluded from the controls, the objective of the Act was accomplished. That is, total employment was reduced. Following the repeal of the Act, the Bureau of the Budget applied administrative controls which had the effect of continuing the ceilings. Thus, the 1969 data reflect both the reduction in employment since June 1968 and the revision of priorities by the new administration.

Executive Order 11478, Equal Employment Opportunity in the Federal Government

Presidential Executive Order 11478 (August 8, 1969) further strengthened the Federal Government's continuing program to provide equal opportunity in employment for all persons, regardless of race, color, religion, sex, or national origin. Some of the action areas delineated for departments and agencies were: the provision of adequate resources to positively administer the equal employment opportunity program; the recruitment of job candidates from all sources; maximum utilization and improvement of employee skills to enhance their upward mobility; training and advice to supervisors to assure understanding of the policy of the Executive order; and department and agency implementation of a system for periodically evaluating the effectiveness with which the policy of the order is being carried out.

Further, the order instructed the Civil Service Commission to provide leadership and guidance in the conduct of equal opportunity programs, including the periodic review and evaluation of agency program operations; the impartial consideration of all complaints of discrimination based on race, color, religion, sex, or national origin; and the issuance of necessary and appropriate regulations and instructions.

Action Taken Since Executive Order 11478 Was Issued

Since Executive Order 11478 was issued in August 1969, there has been a consolidation and strengthening of the Civil Service Commission's organization

for equal opportunity by the establishment of an Office of Federal Equal Employment Opportunity. Some of the actions taken to assure EEO are:

- ° Full-time EEO representatives have been designated in each Civil Service Commission Regional Office to work directly with agencies on EEO problems.
- ° Federal agencies have been directed to develop affirmative action plans in sufficiently specific detail to carry out the new directions in equal employment opportunity.
- ° Agencies have submitted EEO action plans; we have reviewed them; and these plans are now being used to measure agency performance.
- ° We have instructed agencies to develop and implement incentive programs to stimulate and encourage exceptional performance among supervisors, managers and others in achieving EEO.
- ° We have directed agencies to include in the ratings of supervisors an evaluation of their performance in the area of equal employment opportunity so that a measure can be made of their commitment to action in this area.
- ° New training programs on equal employment opportunity aimed at supervisors have been inaugurated. Two training films on EEO are now being produced.
- ° For the first time, agencies have been authorized to maintain statistics on minority employment in ADP systems.
- ° To assure closer monitoring of progress, the biennial reporting requirement has been changed so that agencies now report at six month intervals.
- ° Minority employment data are now published by each grade or salary level in each pay system rather than by grade groupings as in the past.
- ° To facilitate upward mobility of lower level employees, a major thrust of the new EEO directions, Federal agencies have been provided comprehensive guidance on training and other techniques designed to assist employees to qualify for higher level jobs.
- ° A new cooperative work study program has been established for the purpose of involving students from predominantly minority schools in Federal programs, with an opportunity for permanent employment upon graduation.
- ° New self-evaluation guidelines are being issued to agencies so that they may evaluate their own EEO progress. Meanwhile, the total evaluation effort is being buttressed by stepped up inspection activity by the Civil Service Commission.
- ° New procedures for handling discrimination complaints have been issued. Because of the strong emphasis on informal resolution and employee counseling, there has been an increase in corrective actions taken and a significant decrease in formal complaints.

- Special programs have been undertaken to facilitate the employment of returning Vietnam veterans who have minimum education and training.
- Additionally, we have inaugurated a Public Service Careers program to help educationally disadvantaged persons to receive the training needed to qualify for Federal employment.

General

Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans as a group comprise 19.2 percent of the full-time Federal civilian work force and are spread throughout the United States (excluding Hawaii which was not surveyed). Nevertheless, about 78 percent of the entire minority group component of the Federal civilian work force is located in 75 Standard Metropolitan Statistical Areas (SMSA's), where they comprise 24 percent of the work force.

Approximately 36 percent of all minority group employees are under the General Schedule or a similar pay system. About a third are blue-collar workers who are paid under various Wage Systems, and all but 1.3 percent of the remainder are under the Postal Field Service pay system. (See text table below.) For a comparison of the distribution of the total work force and its minority component by pay system, see Chart 1.

While there is evidence of significant upward movement (see Chart 2), the majority of all minority group employees are concentrated in the lower income brackets of each pay system. For example, over 63 percent of all minority group employees under the General Schedule or a similar pay system are at the GS-5 level or below, as contrasted with about 32 percent for non-minority group employees. (See Chart 3 on page 13.) Similarly, over 57 percent of all minority group employees paid under Wage Systems earned less than \$7,000 as of November 30, 1969, as compared to 27 percent for non-minority group employees.

DISTRIBUTION OF ALL MINORITY GROUPS COMBINED, BY PAY CATEGORY, AS OF NOVEMBER 30, 1967 AND 1969

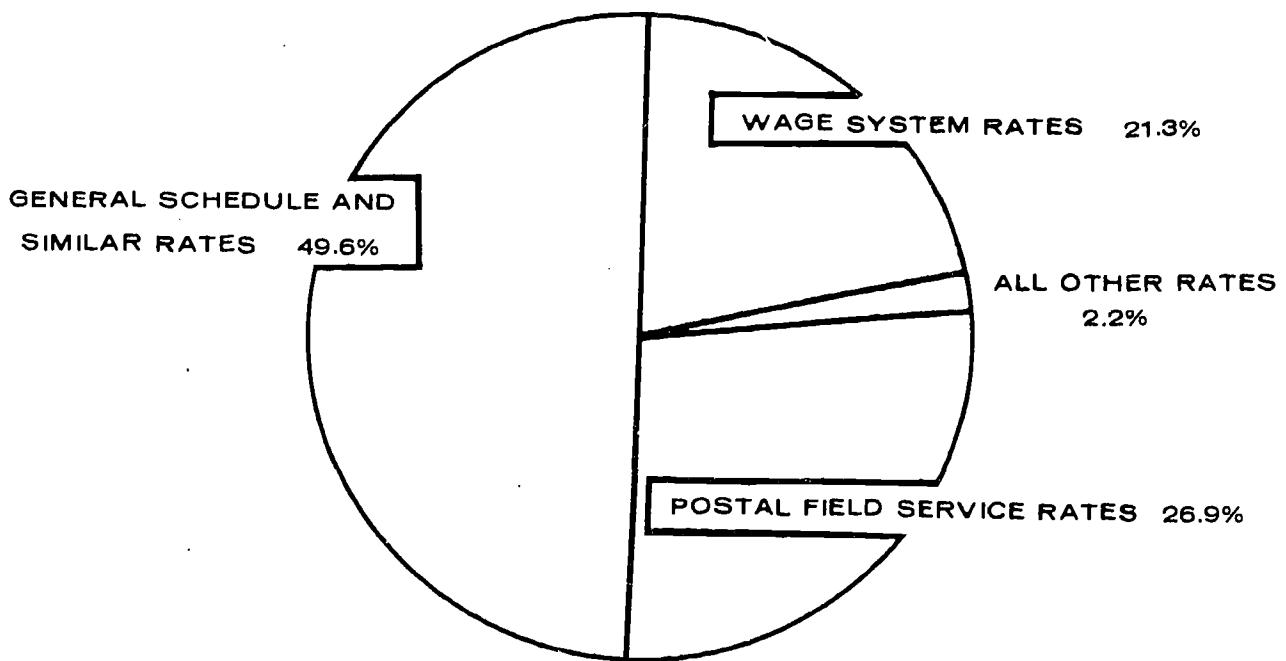
| Pay System | 1967 | | 1969 | | Percent Change in Number of Employees |
|------------------------------|---------|---------|---------|---------|---------------------------------------|
| | Number | Percent | Number | Percent | |
| All Pay Systems | 496,672 | 100.0 | 500,536 | 100.0 | 0.8 |
| General Schedule and Similar | 173,951 | 35.0 | 181,726 | 36.3 | 4.5 |
| Wage Systems | 166,506 | 33.5 | 152,967 | 30.6 | -8.1 |
| Postal Field Service | 151,602 | 30.5 | 158,945 | 31.8 | 4.8 |
| All Other | 4,613 | 0.9 | 6,898 | 1.3 | 49.5 |

Federal Employment in the United States and Overseas

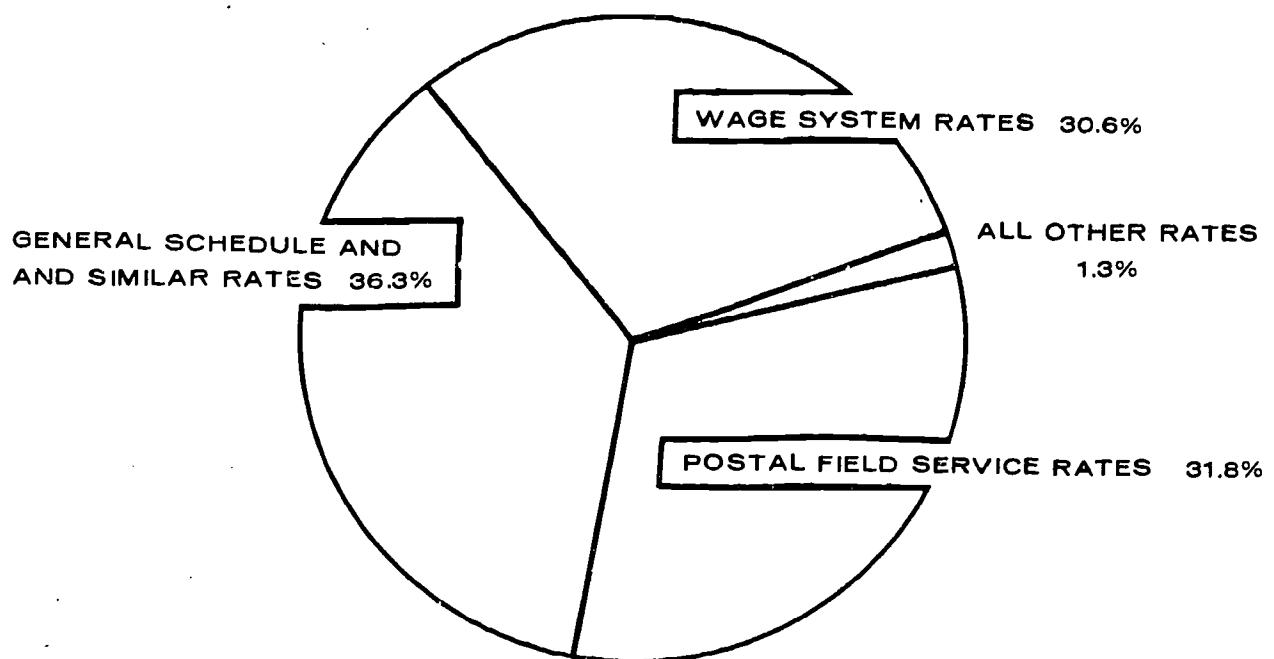
About 98 percent of the 2.6 million full-time Federal civilian employees are located in the United States. Of the 501,000 minority employees on the rolls on November 30, 1969, almost 495,000 (98.8 percent) were located

**CHART 1-- DISTRIBUTION OF THE TOTAL FEDERAL WORKFORCE
AND ITS MINORITY GROUP COMPONENT, BY PAY SYSTEM,
AS OF NOVEMBER 30, 1969**

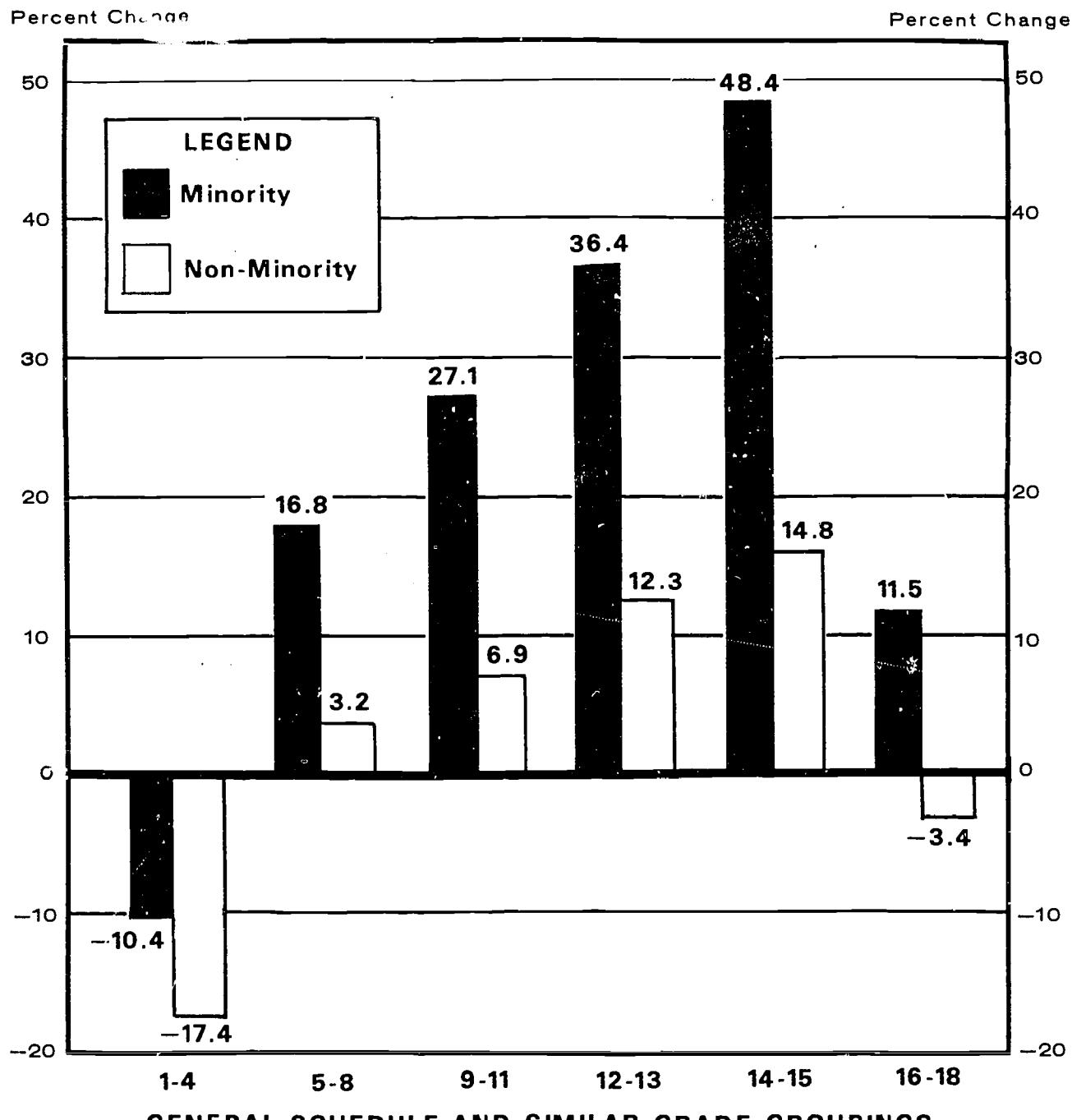
TOTAL FEDERAL EMPLOYEES PAID AT:



MINORITY GROUP FEDERAL EMPLOYEES PAID AT:



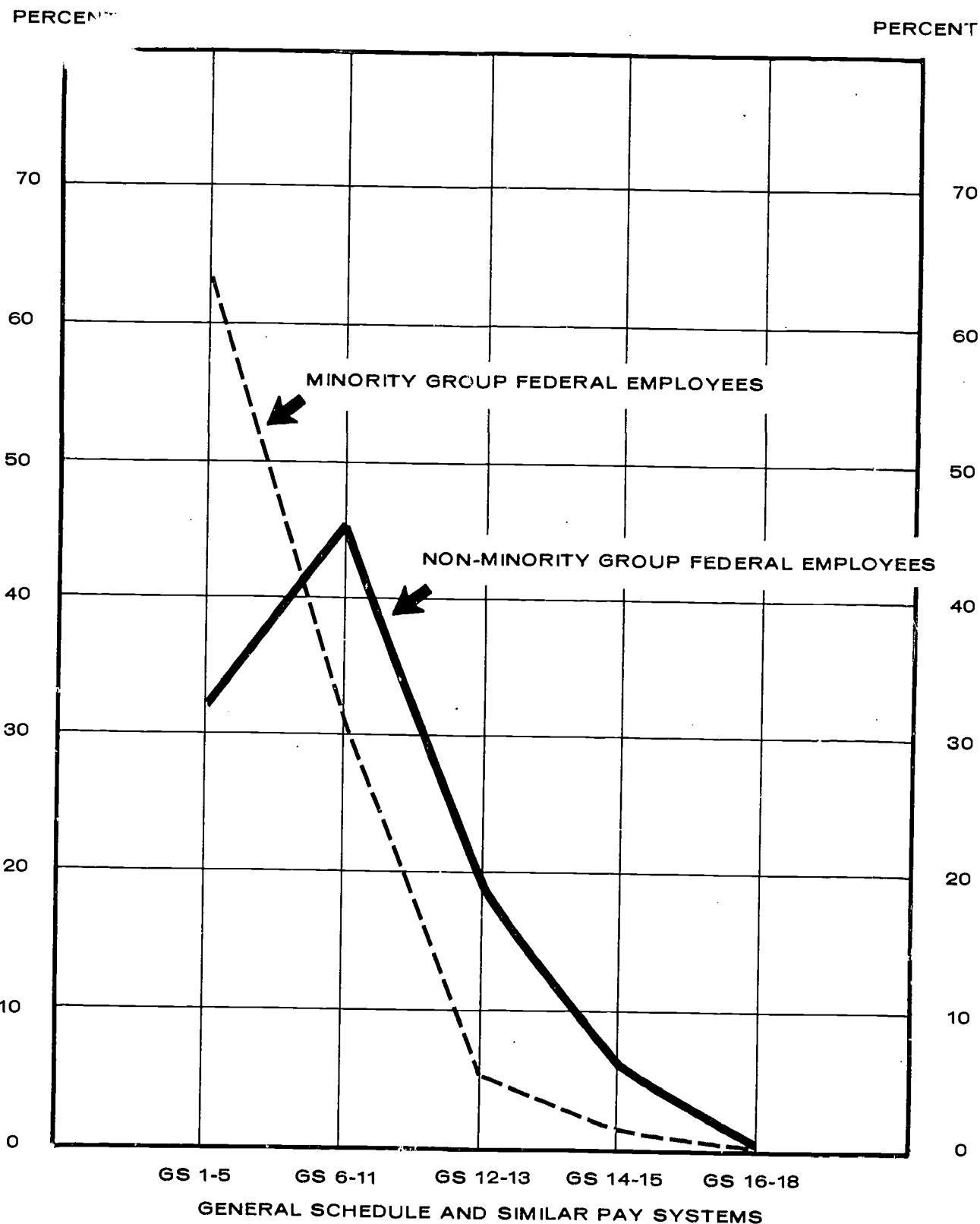
**CHART 2-- PERCENTAGE INCREASE OR DECREASE IN THE
NUMBER OF MINORITY AND NON-MINORITY EMPLOYEES
BETWEEN NOVEMBER 1967 AND NOVEMBER 1969
BY GRADE GROUPING**



GENERAL SCHEDULE AND SIMILAR GRADE GROUPINGS

At grade levels GS-5 through GS-15, gains among members of minority groups have taken place at a faster rate than they have among non-minority groups. As a result, there are 8,800 more minority group employees in grades 5-8 than in 1967, about 5,400 more in grades 9-11, nearly 2,500 more in grades 12-13, and 721 more in grades 14-15.

**CHART 3-- DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES BY
MINORITY GROUP STATUS AND SELECTED GRADE GROUPINGS,
AS OF NOVEMBER 30, 1969**



in the United States. For two of the minority groups surveyed (Negro and American Indian), less than 0.5 percent were employed overseas. The percentage of Spanish-surnamed persons, though much higher (1.3 percent), was substantially below the 16 percent for Oriental Americans employed overseas.

Civil Service Regions

Geographically, the functions of the Civil Service Commission are administered by the central office through 10 regional offices. Ordinarily, the Washington, D. C., SMSA is included as part of the Philadelphia Region. For purposes of this report, however, the Washington, D. C., SMSA and the central office area are used interchangeably. Therefore the Washington, D. C., SMSA is not included in the Philadelphia Region totals.

Approximately half of all Federal civilian employees in the United States are located in 4 Civil Service regions, namely, the Chicago, Atlanta, San Francisco, and Philadelphia Regions. Nearly a fourth of all Federal employees in the United States and about 30 percent of those belonging to a minority group are located either in the central office area or the Philadelphia Region. Similar concentrations of minority employees are apparent in the Chicago, San Francisco, and Dallas Regions (see text table below).

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT BY MINORITY GROUP STATUS AND CIVIL SERVICE REGION a/, NOVEMBER 30, 1969 (IN THOUSANDS)

| Civil Service Region | Total Employment | Minority Group Employment | | | | |
|---------------------------------------|------------------|---------------------------|-------|------------------|-----------------|----------|
| | | Total | Negro | Spanish Surnamed | American Indian | Oriental |
| All Regions <u>b/</u> | 2,261.7 | 414.7 | 310.9 | 71.3 | 16.0 | 16.4 |
| Atlanta | 318.5 | 44.2 | 41.9 | 1.6 | 0.5 | 0.2 |
| Boston | 120.1 | 4.9 | 4.4 | 0.2 | 0.1 | 0.2 |
| Chicago | 353.1 | 75.9 | 73.5 | 1.3 | 0.3 | 0.7 |
| Dallas | 239.5 | 54.7 | 23.4 | 27.8 | 3.1 | 0.3 |
| Denver | 132.5 | 26.4 | 4.0 | 15.1 | 6.7 | 0.7 |
| New York | 235.4 | 50.4 | 43.0 | 6.7 | 0.1 | 0.6 |
| Philadelphia | 293.8 | 59.8 | 58.8 | 0.5 | 0.1 | 0.4 |
| St. Louis | 156.1 | 17.2 | 14.8 | 0.8 | 1.4 | 0.3 |
| San Francisco | 308.7 | 74.3 | 44.1 | 16.8 | 1.6 | 11.8 |
| Seattle | 103.9 | 6.9 | 3.1 | 0.5 | 2.1 | 1.3 |
| Central Office (Wash., D.C., SMSA) | 288.5 | 80.2 | 77.0 | 1.3 | 0.4 | 1.4 |

a/ Civil Service regions are defined in Appendix Table A-1.

b/ Detail may not add to total, due to rounding. Excludes central office area, which is shown separately.

The proportion of all minorities in each region at GS 5-8, 9-11, 12-13, and 14-15 was larger in 1969 than in 1967. (See text table below.) For the central office and the Civil Service regions, 1969 minority employment under the General Schedule and similar systems was 178,711, an increase of 7,714 from November 1967. The increase centered in the Washington metropolitan area, up 4,547. Although most of this increase was within grades 5-8, sizable increases also occurred at grades 9-11 (1,443) and 12-13 (735). The Philadelphia Region shows 1,400 more minority employees paid at General Schedule and similar rates, and Dallas and Atlanta, each about 1,100 more. Regional decreases in minority employment under this pay system were relatively small -- about 500 each in Chicago and New York, and about 300 in St. Louis.

Negroes make up slightly more than one-fourth (26.7%) of the central office area's work force. In the 10 regions, the largest corresponding proportions were reported for: Chicago (20.8%), Philadelphia (20.0%), and New York (18.3%). Spanish-surnamed Americans make up 11.6% of the Dallas Region's work force and 11.4% of that for the Denver Region. Similarly, American Indians make up 5.0% of the Denver Region's work force and Oriental Americans 3.8% of the San Francisco Region's work force.

1967-1969 INCREASES IN THE NUMBER OF MINORITY GROUP EMPLOYEES PAID AT GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND SELECTED GRADE GROUPINGS

| Civil Service Region | 1967-1969 Increases a/ in Minority Group Employment at GS Grades: | | | | | | | |
|-------------------------------------|---|---------------------|-------------|---------------------|-------------|---------------------|-------------|---------------------|
| | 5-8 | | 9-11 | | 12-13 | | 14-15 | |
| | Num- ber | Percent Increase | Num- ber | Percent Increase | Num- ber | Percent Increase | Num- ber | Percent Increase |
| All Regions b/ | 5,427 | 15.7 | 3,757 | 24.8 | 1,627 | 36.7 | 365 | 41.8 |
| Atlanta | 280 | 15.4 | 428 | 52.9 | 102 | 51.8 | 31 | 29.2 |
| Boston | 87 | 24.0 | 15 | 7.1 | 38 | 39.2 | 28 | 90.3 |
| Chicago | 1,205 | 18.2 | 517 | 19.7 | 256 | 27.4 | 60 | 39.2 |
| Dallas | 453 | 10.1 | 597 | 26.5 | 225 | 51.3 | 50 | 61.0 |
| Denver | 479 | 14.9 | 307 | 20.4 | 144 | 37.0 | 10 | 16.7 |
| New York | 690 | 20.6 | 194 | 13.9 | 171 | 32.7 | 46 | 38.7 |
| Philadelphia | 1,198 | 21.3 | 648 | 30.4 | 230 | 41.1 | 43 | 39.1 |
| St. Louis | 79 | 3.7 | 283 | 30.4 | 78 | 39.4 | 14 | 23.3 |
| San Francisco | 883 | 14.2 | 692 | 24.0 | 341 | 36.2 | 68 | 51.5 |
| Seattle | 73 | 8.7 | 76 | 17.8 | 42 | 26.9 | 15 | 71.4 |
| Central Office (Wash., D. C., SMSA) | 3,547 | 21.1 | 1,443 | 36.6 | 735 | 37.2 | 359 | 60.6 |

a/ Represents absolute and relative increases.

b/ Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table A-1.

Standard Metropolitan Statistical Areas (SMSA's)

In 1967, the Minority Group Employment Census covered 41 SMSA's. The 1969 census covered an additional 34. The presentation which follows is based on those SMSA's covered in both years, except where otherwise indicated. The 41 SMSA's covered in both years are shown in table A-1 in the Appendix.

Since 1967, total full-time Federal civilian employment in the United States has decreased by 19,750 to 2,549,896. In the 41 SMSA's surveyed, there are now some 72,200 fewer employees, see Appendix Table A-3. About one-fourth of this decrease was among minority group employees.

The largest decrease occurred in the New York City SMSA. In that SMSA most of the decrease occurred in the Post Office. Decreases were also reported by the Department of Health, Education, and Welfare, the Department of Transportation and by the Treasury and the Navy Departments.

The SMSA for which the next largest decrease was reported was the San Francisco-Oakland, Calif., SMSA, which reported a net decline of 4,600. These were mostly blue-collar workers employed by the Navy Department. Decreases of about 2,500 employees were reported for the following SMSA's: Norfolk-Portsmouth, Va. (2,873); Detroit, Mich. (2,617); Washington, D. C.-Md.-Va. (2,595); Los Angeles-Long Beach, Calif. (2,535); and Newark, N. J. (2,487).

The Department of the Navy accounted for most of the decrease in the Norfolk-Portsmouth and Los Angeles-Long Beach SMSA's. Decreases in the Detroit and Newark areas were due primarily to fewer Postal employees. In the Washington, D. C., metropolitan area, the larger losses were reported by the Air Force and the Department of State.

As previously indicated, in the 1969 Minority Census SMSA coverage was expanded from 41 to 75. The remainder of the presentation in this section is based on full-time Federal civilian employment in the 75 SMSA's covered by the 1969 Minority Census. Selected employment data are shown for each of the 75 SMSA's in Appendix Table A-2.

Slightly more than 63 percent of all full-time Federal civilian employees in the United States and 79 percent of the minority component of this work group are located in these 75 SMSA's. These minority group employees hold about 24 percent of the Federal civilian jobs in those SMSA's, as compared to 19.4 for the total United States.

There is considerable diversity in the size of the SMSA's as measured by the level of Federal civilian employment. Though most of the 75 SMSA's have fewer than 10,000 Federal civilian employees, the range is from 1,942 to 288,490. Within this range, minority employment increases in direct proportion to the size of the SMSA. For example, in those SMSA's with fewer than 10,000 Federal employees, the percentage of minority group employment is 17.8. At 50,000 and above the percentage is 30.1, see text table below.

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS, BY MINORITY GROUP STATUS AND SIZE OF SMSA, AS OF NOVEMBER 30, 1969

| Size of SMSA (No. of Federal Employees) | Total Employment | Minority Employees | | Non-Minority Employees | |
|---|---------------------|--------------------|---------|------------------------|---------|
| | | Number | Percent | Number | Percent |
| All Sizes | 1,611,115 | 389,221 | 24.2 | 1,221,894 | 75.8 |
| Up to 9,999 | 213,271 | 37,865 | 17.8 | 175,406 | 82.2 |
| 10,000 to 19,999 | 276,114 | 51,275 | 18.6 | 224,839 | 81.4 |
| 20,000 to 49,999 | 464,054 | 102,182 | 22.0 | 361,872 | 78.0 |
| 50,000 and above | 657,676 | 197,899 | 30.1 | 459,777 | 69.9 |

Departments and Selected Agencies

Nearly 86 percent of all Federal civilian employees work for the 5 largest departments and the 2 largest independent agencies. These same departments and agencies also employ about 89 percent of the total minority component of the Federal civilian work force.

**PERCENTAGE DISTRIBUTION OF THE FEDERAL CIVILIAN WORK FORCE,
BY SELECTED AGENCY, AS OF NOVEMBER 30, 1969**

| Agency | Total Work force | | Minority Component | |
|--------------------------------|------------------|----------|--------------------|----------|
| | Number | Percent | Number | Percent |
| All Agencies | 2,601,639 | 100.00a/ | 500,536 | 100.00a/ |
| Department of: | | | | |
| Defense | 1,089,688 | 41.88 | 183,411 | 36.64 |
| Post Office | 702,742 | 27.01 | 159,428 | 31.85 |
| Health, Education, & Welfare | 102,250 | 3.93 | 25,518 | 5.10 |
| Agriculture | 85,698 | 3.29 | 7,178 | 1.43 |
| Treasury | 85,073 | 3.27 | 13,634 | 2.72 |
| Interior | 63,173 | 2.43 | 13,512 | 2.70 |
| Transportation | 59,023 | 2.27 | 4,690 | 0.94 |
| Justice | 35,577 | 1.37 | 3,850 | 0.77 |
| Commerce | 27,002 | 1.04 | 4,885 | 0.98 |
| State | 21,889 | 0.84 | 3,517 | 0.70 |
| Housing and Urban Development | 14,074 | 0.54 | 2,845 | 0.57 |
| Labor | 10,082 | 0.39 | 2,917 | 0.58 |
| Independent agencies: | | | | |
| Veterans Administration | 146,523 | 5.63 | 42,661 | 8.52 |
| General Services Adminis. | 36,274 | 1.39 | 14,709 | 2.94 |
| Nat'l Aeronautics & Space Adm. | 32,350 | 1.24 | 1,474 | 0.29 |
| Tennessee Valley Authority | 20,346 | 0.78 | 1,568 | 0.31 |
| All other agencies | 69,875 | 2.69 | 14,739 | 2.94 |

a/ Components may not add to 100.00 percent because of rounding.

The 12 departments of the executive branch of the Government and the 4 largest agencies employ 97 percent of the Federal civilian work force. Of those 16 agencies (12 executive branch departments and 4 independent agencies), 7 employ a greater proportion of the overall minority component of the work force than they do of the total work force. For example, the Post Office Department employs 27 percent of the total work force and nearly 32 percent of the minority component of the work force, see table on page 17.

Income of the Work Force

Slightly more than 40 percent of the increase (19,063) in General Schedule employment was due to the increase in minority group employment. Although the largest increase (48 percent) occurred at the GS-5 through 8 levels, significant increases were reported for the higher levels. At the GS-9 through 11 levels, minority employment accounted for 22 percent of the increase. At the GS-12 through 13 levels minority employment contributed 10 percent or 2,470 of the 24,700 additional jobs at those levels. At the GS-14 through 15 levels increases among minority group employees were almost 8 percent of the total increase at those levels. At the executive levels of the career service, grades GS-16 through 18, there was a net decrease of 173 positions, from 5,492 to 5,319. In contrast, minority group employment increased by 10, from 87 to 97.

Among the 16 largest agencies, the proportion of minority group employees under the General Schedule pay system that are above the GS-9 level varies from 5.8 percent to 46.3 percent (see text table, page 19). In nearly a third (5 agencies), the proportion is 20 percent or more. In 2 of the 5 (National Aeronautics and Space Administration and Transportation), the proportion is 30 percent or more.

Although 27 percent of the non-minority blue-collar workers earned less than \$7,000 per year as of November 30, 1969, the proportion of minority group blue-collar workers earning less than \$7,000 was 57 percent. In the \$7,000 to \$9,999 pay range, minority group blue-collar employees constitute 20 percent of all blue-collar workers, up from 14 percent in 1967. In the \$10,000 and above pay bracket, there are about 4,200 minority group blue-collar workers. This represents 8 percent of all such Federal workers, as compared to 532 or 3.8 percent of all such Federal workers in 1967.

Despite a net decrease in Postal Field Service employment, minority group employment in the Postal Field Service is up 4.8 percent (7,300 employees) as compared to 1967. It should be noted here that Public Law 90-206 (December 16, 1967) authorized an increase from 20 to 21 levels in the Postal Field Service. Comparisons shown in this report take this into account. For example, the 1967 equivalent of the current PFS 1-5 is PFS 1-4. Fourth Class Postmasters and Rural Carriers are included in this grouping for both years. Over one-half (58 percent) of the gains by minority group employees have taken place at the PFS-6 through 9 levels. Additionally, minority group employees accounted for 56 percent of the increase at the PFS-10 through 12 levels.

Total employment under all other pay systems remained relatively stable, increasing by about 1.6 percent, from 56,895 in 1967 to 57,778 in 1969. In contrast, employment of minority groups rose sharply, from 4,613 to 6,898, an increase of nearly 50 percent.

PERCENTAGE OF THE MINORITY AND NON-MINORITY COMPONENTS OF THE FEDERAL CIVILIAN WORK FORCE PAID GENERAL SCHEDULE RATES THAT WERE AT OR BELOW GS-9,
AS OF NOVEMBER 30, 1969

| Agency | Percentage of Federal Civilian Work Force Paid at General Schedule Rates That Are: | | | |
|---------------------------------|---|--------------|------------|--------------|
| | At or Below GS-9 | | Above GS-9 | |
| | Minority | Non-Minority | Minority | Non-Minority |
| All Agencies | 87.6 | 61.0 | 12.4 | 39.0 |
| Department of: | | | | |
| Transportation | 69.6 | 32.3 | 30.4 | 67.7 |
| Labor | 76.7 | 35.6 | 23.3 | 64.4 |
| Post Office | 77.9 | 36.3 | 22.1 | 63.7 |
| Housing and Urban Development | 79.9 | 40.9 | 20.1 | 59.1 |
| Commerce | 83.4 | 49.7 | 16.6 | 50.3 |
| Agriculture | 86.7 | 64.4 | 13.3 | 35.6 |
| Defense | 86.7 | 65.1 | 13.3 | 34.9 |
| Interior | 87.0 | 53.2 | 13.0 | 46.8 |
| Treasury | 88.4 | 59.7 | 11.6 | 40.3 |
| State | 90.3 | 48.8 | 9.7 | 51.2 |
| Health, Education, and Welfare | 90.6 | 65.2 | 9.4 | 34.8 |
| Justice | 91.8 | 58.7 | 8.2 | 41.3 |
| Independent agencies: | | | | |
| Nat'l Aeronautics & Space Adm. | 53.7 | 30.2 | 46.3 | 69.8 |
| Veterans Administration | 93.3 | 75.5 | 6.7 | 24.5 |
| General Services Administration | 94.2 | 63.9 | 5.8 | 36.1 |
| All other agencies | 86.0 | 45.4 | 14.0 | 54.6 |

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1969 MINORITY GROUP STUDY

ALL AGENCY SUMMARY

Table 1-1

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER FAMILIES | |
|--|---------------------------|---------|--------|--------|------------------|--------|-----------------|--------|----------|-----------|--------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS** | 2,601,639 | 389,251 | 15.0 | 73,619 | 2.8 | 16,478 | .6 | 21,188 | .8 | 2,101,103 | .20.6 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR***** | 1,269,114 | 137,919 | 10.7 | 23,681 | 1.8 | 9,752 | .8 | 10,374 | .8 | 1,107,388 | 55.9 | |
| GS- 1 THRU 4 | 312,047 | 67,252 | 21.6 | 9,180 | 2.9 | 5,051 | 1.6 | 1,993 | .6 | 228,571 | 73.2 | |
| GS- 5 THRU 8 | 367,410 | 47,838 | 13.0 | 7,855 | 2.1 | 2,616 | .7 | 2,927 | .8 | 306,174 | 63.3 | |
| GS- 9 THRU 11 | 321,140 | 16,318 | 5.1 | 4,548 | 1.4 | 1,465 | .5 | 3,131 | 1.0 | 295,674 | 92.1 | |
| GS-12 THRU 13 | 213,261 | 5,370 | 2.5 | 1,618 | .8 | 473 | .2 | 1,784 | .8 | 204,016 | 95.7 | |
| GS-14 THRU 15 | 69,937 | 1,078 | 1.5 | 465 | .7 | 140 | .2 | 526 | .8 | 67,727 | 76.8 | |
| GS-16 THRU 18 | 5,319 | 63 | 1.2 | 14 | .3 | 7 | .1 | 13 | .2 | 5,222 | 98.2 | |
| TOTAL WAGE SYSTEMS***** | 554,443 | 109,356 | 19.7 | 31,778 | 5.7 | 5,392 | 1.0 | 6,441 | 1.2 | 401,474 | 72.4 | |
| UP THRU \$5,499 | 48,012 | 21,705 | 45.2 | 3,865 | 8.1 | 462 | 1.0 | 527 | 1.1 | 21,453 | 44.7 | |
| \$ 5,500 THRU \$ 6,999 | 149,327 | 47,683 | 31.9 | 9,880 | 6.6 | 1,918 | 1.3 | 1,555 | 1.0 | 88,291 | 49.1 | |
| \$ 7,000 THRU \$ 7,999 | 140,355 | 21,896 | 15.6 | 9,665 | 6.9 | 1,398 | 1.0 | 1,406 | 1.0 | 105,990 | 55.5 | |
| \$ 8,000 THRU \$ 8,999 | 113,357 | 11,755 | 10.4 | 5,706 | 5.0 | 898 | .8 | 1,442 | 1.3 | 93,556 | 52.5 | |
| \$ 9,000 THRU \$ 9,999 | 50,863 | 4,150 | 8.2 | 1,743 | 3.4 | 303 | .6 | 795 | 1.6 | 43,872 | 56.3 | |
| \$10,000 THRU \$13,999 | 48,675 | 2,033 | 4.2 | 872 | 1.8 | 355 | .7 | 687 | 1.4 | 44,721 | 41.9 | |
| \$14,000 THRU \$17,999 | 3,035 | 117 | 3.9 | 39 | 1.3 | 57 | 1.9 | 24 | .8 | 2,793 | 42.2 | |
| \$18,000 AND OVER | 819 | 17 | 2.1 | 8 | 1.0 | 1 | .1 | 5 | .6 | 789 | 56.2 | |
| TOTAL POSTAL FIELD SERVICE***** | 700,304 | 136,322 | 19.5 | 17,494 | 2.5 | 1,182 | .2 | 3,947 | .6 | 541,353 | 7.3 | |
| PFS- 1 THRU 5* | 95,654 | 124,173 | 20.8 | 15,847 | 2.7 | 992 | .2 | 3,312 | .6 | 451,327 | 75.8 | |
| PFS- 6 THRU 9 | 84,311 | 11,343 | 13.5 | 1,485 | 1.8 | 165 | .2 | 575 | .7 | 70,743 | 83.9 | |
| PFS-10 THRU 12 | 15,359 | 623 | 4.1 | 127 | .8 | 22 | .1 | 44 | .3 | 14,543 | 44.7 | |
| PFS-13 THRU 16 | 4,509 | 170 | 3.8 | 33 | .7 | 3 | .1 | 15 | .3 | 4,288 | 75.1 | |
| PFS-17 THRU 19 | 432 | 11 | 2.5 | 2 | .5 | | | 1 | .2 | 418 | 76.8 | |
| PFS-20 THRU 21 | 39 | 2 | 5.1 | | | | | | | 37 | 94.9 | |
| TOTAL OTHER PAY SYSTEMS | 57,778 | 5,654 | 9.8 | 666 | 1.2 | 152 | .3 | 426 | .7 | 50,940 | 58.1 | |
| UP THRU \$6,499 | 11,792 | 2,782 | 23.6 | 177 | 1.5 | 95 | .8 | 50 | .4 | 8,648 | 33.7 | |
| \$ 6,500 THRU \$ 9,999 | 18,488 | 2,053 | 11.1 | 246 | 1.3 | 35 | .2 | 130 | 1.0 | 15,964 | 66.3 | |
| \$10,000 THRU \$13,999 | 11,809 | 496 | 4.2 | 112 | .9 | 12 | .1 | 65 | .7 | 11,184 | 54.0 | |
| \$14,000 THRU \$17,999 | 6,063 | 141 | 2.3 | 49 | .8 | 5 | .1 | 48 | .8 | 5,820 | 76.0 | |
| \$18,000 THRU \$25,999 | 5,935 | 132 | 2.2 | 61 | 1.0 | 1 | .1 | 39 | .7 | 5,705 | 56.1 | |
| \$26,000 AND OVER | 3,691 | 50 | 1.4 | 21 | .6 | 4 | .1 | 14 | .4 | 3,602 | 97.6 | |

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

ALL AGENCY SUMMARY

Table 1-2

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|----------------|-------------|---------------|-----------------|---------------|-----------------|---------------|------------|------------------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 2,621,939 | 390,842 | 14.9 | 68,945 | 2.6 | 16,469 | .6 | 20,416 | .8 | 2,125,267 | 81.1 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 1,270,051 | 133,626 | 10.5 | 21,450 | 1.7 | 9,606 | .8 | 9,269 | .7 | 1,096,100 | 66.3 | |
| GS- 1 THRU 4 | 369,968 | 75,846 | 20.5 | 9,687 | 2.6 | 5,500 | 1.5 | 2,078 | .6 | 276,857 | 74.8 | |
| GS- 5 THRU 8 | 349,020 | 40,494 | 11.6 | 6,688 | 1.9 | 2,476 | .7 | 2,790 | .8 | 296,572 | 85.0 | |
| GS- 9 THRU 11 | 296,560 | 12,631 | 4.3 | 3,631 | 1.2 | 1,147 | .4 | 2,630 | .9 | 276,521 | 93.2 | |
| GS-12 THRU 13 | 188,514 | 3,893 | 2.1 | 1,102 | .6 | 1,381 | .2 | 1,401 | .7 | 181,737 | 96.4 | |
| GS-14 THRU 15 | 60,497 | 696 | 1.2 | 333 | .6 | 97 | .2 | 363 | .6 | 59,008 | 97.5 | |
| GS-16 THRU 18 | 5,492 | 66 | 1.2 | 9 | .2 | 5 | .1 | 7 | .1 | 5,405 | 98.4 | |
| TOTAL WAGE SYSTEMS..... | 596,647 | 121,829 | 20.4 | 32,024 | 5.4 | 5,725 | 1.0 | 6,928 | 1.2 | 430,141 | 72.1 | |
| UP THRU \$5,499 | 137,672 | 55,742 | 40.5 | 9,593 | 7.0 | 2,344 | 1.7 | 1,066 | .8 | 68,927 | 50.1 | |
| \$ 5,500 THRU \$ 6,999 | 228,535 | 47,432 | 20.8 | 14,869 | 6.5 | 2,367 | 1.0 | 2,526 | 1.1 | 161,341 | 70.6 | |
| \$ 7,000 THRU \$ 7,999 | 147,116 | 15,396 | 10.5 | 5,862 | 4.0 | 708 | .5 | 2,232 | 1.5 | 122,918 | 83.6 | |
| \$ 8,000 THRU \$ 8,999 | 42,421 | 2,300 | 5.4 | 1,239 | 2.9 | 157 | .4 | 516 | 1.2 | 38,209 | 90.1 | |
| \$ 9,000 THRU \$ 9,999 | 26,997 | 789 | 2.9 | 330 | 1.2 | 83 | .3 | 423 | 1.6 | 25,372 | 94.0 | |
| \$10,000 THRU \$13,999 | 13,055 | 166 | 1.3 | 124 | .9 | 62 | .5 | 160 | 1.2 | 12,543 | 96.1 | |
| \$14,000 THRU \$17,999 | 759 | 4 | .5 | 5 | .7 | 4 | .5 | 5 | .7 | 741 | 97.6 | |
| \$18,000 AND OVER | 92 | | 2 | 2.2 | | | | | | 90 | 97.8 | |
| TOTAL POSTAL FIELD SERVICE..... | 698,346 | 132,011 | 18.9 | 14,776 | 2.1 | 1,057 | .2 | 3,758 | .5 | 546,744 | 78.3 | |
| PFS- 1 THRU 4* | 601,160 | 123,632 | 20.6 | 13,626 | 2.3 | 917 | .2 | 3,337 | .6 | 459,649 | 76.5 | |
| PFS- 5 THRU 8 | 77,746 | 7,805 | 10.0 | 1,034 | 1.3 | 124 | .2 | 374 | .5 | 68,409 | 88.0 | |
| PFS- 9 THRU 11 | 14,985 | 467 | 3.1 | 87 | .6 | 13 | .1 | 39 | .3 | 14,379 | 96.0 | |
| PFS-12 THRU 15 | 4,050 | 97 | 2.4 | 27 | .7 | 3 | .1 | 7 | .2 | 3,916 | 96.7 | |
| PFS-16 THRU 18 | 369 | 7 | 1.9 | 2 | .5 | | | 1 | .3 | 359 | 97.3 | |
| PFS-19 THRU 20 | 36 | 3 | 8.3 | | | | | | | 33 | 91.7 | |
| TOTAL OTHER PAY SYSTEMS | 56,895 | 3,376 | 5.9 | 695 | 1.2 | 81 | .1 | 461 | .8 | 52,282 | 91.9 | |
| UP THRU \$6,499 | 17,493 | 2,325 | 13.3 | 338 | 1.9 | 51 | .3 | 173 | 1.0 | 14,606 | 83.5 | |
| \$ 6,500 THRU \$ 9,999 | 15,724 | 596 | 3.8 | 169 | 1.1 | 18 | .1 | 162 | 1.0 | 14,779 | 94.0 | |
| \$10,000 THRU \$13,999 | 10,122 | 240 | 2.4 | 81 | .8 | 4 | .1 | 73 | .7 | 9,724 | 96.1 | |
| \$14,000 THRU \$17,999 | 7,033 | 129 | 1.8 | 60 | .9 | 4 | .1 | 33 | .5 | 5,807 | 96.8 | |
| \$18,000 AND OVER | 6,523 | 86 | 1.3 | 47 | .7 | 4 | .1 | 20 | .3 | 6,366 | 97.6 | |

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

**

1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

Table 1-3

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|---------|------|-----------------|-----|-----------------|-----|----------|-----|---------------------|------|
| | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS .. | 2,601,639 | 389,251 | 15.0 | 73,619 | 2.8 | 16,478 | .6 | 21,188 | .8 | 101,103 | 80.8 |
| TOTAL GENERAL SCHEDULE OR SIMILAR | 1,289,114 | 137,919 | 10.7 | 23,681 | 1.8 | 9,752 | .8 | 10,374 | .8 | 10,388 | 75.9 |
| GS- 1 | 1,919 | 998 | 52.0 | 129 | 6.7 | 14 | .7 | 11 | .6 | 767 | 40.0 |
| GS- 2 | 23,222 | 7,093 | 30.5 | 629 | 2.7 | 417 | 1.8 | 138 | .6 | 14,945 | 64.4 |
| GS- 3 | 114,952 | 27,599 | 24.0 | 3,587 | 3.1 | 1,943 | 1.7 | 688 | .6 | 81,135 | 70.6 |
| GS- 4 | 171,954 | 31,562 | 18.4 | 4,835 | 2.8 | 2,677 | 1.6 | 1,156 | .7 | 131,724 | 76.6 |
| GS- 5 | 153,009 | 24,713 | 16.2 | 3,887 | 2.5 | 1,445 | .9 | 1,206 | .8 | 121,758 | 79.6 |
| GS- 6 | 74,182 | 9,849 | 13.3 | 1,380 | 1.9 | 321 | .4 | 539 | .7 | 62,093 | 83.7 |
| GS- 7 | 112,833 | 10,823 | 9.6 | 2,193 | 1.9 | 785 | .7 | 931 | .8 | 98,101 | 86.9 |
| GS- 8 | 27,386 | 2,453 | 9.0 | 395 | 1.4 | 65 | .2 | 251 | .9 | 24,222 | 88.4 |
| GS- 9 | 155,283 | 9,682 | 6.2 | 2,624 | 1.7 | 883 | .6 | 1,474 | .9 | 140,620 | 90.6 |
| GS-10 | 18,069 | 638 | 3.5 | 185 | 1.0 | 33 | .2 | 193 | 1.1 | 17,020 | 94.2 |
| GS-11 | 147,788 | 5,998 | 4.1 | 1,739 | 1.2 | 549 | .4 | 1,464 | 1.0 | 138,038 | 93.4 |
| GS-12 | 121,533 | 3,322 | 2.7 | 1,033 | .8 | 289 | .2 | 1,101 | .9 | 115,788 | 85.3 |
| GS-13 | 91,728 | 2,048 | 2.2 | 585 | .6 | 184 | .2 | 683 | .7 | 88,228 | 96.2 |
| GS-14 | 44,312 | 720 | 1.6 | 312 | .7 | 107 | .2 | 348 | .8 | 42,825 | 96.6 |
| GS-15 | 25,625 | 358 | 1.4 | 154 | .6 | 33 | .1 | 178 | .7 | 24,902 | 97.2 |
| GS-16 | 3,721 | 40 | 1.1 | 7 | .2 | 5 | .1 | 9 | .2 | 3,660 | 98.4 |
| GS-17 | 1,113 | 16 | 1.4 | 5 | .4 | 2 | .2 | 2 | .2 | 1,088 | 97.8 |
| GS-18 | 485 | 7 | 1.4 | 2 | .4 | | | 2 | .4 | 474 | 97.7 |

1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

Table 1-4

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL MINORITY GROUPS | |
|-------------------------|----------------------------------|---------|------|-----------------|------|-----------------|-----|----------|------|---------------------|------|
| | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL WAGE SYSTEMS..... | 554,443 | 109,356 | 19.7 | 31,778 | 5.7 | 5,392 | 1.0 | 6,441 | 1.2 | 401,474 | 72.4 |
| UP THRU \$ 4,999 | 20,484 | 11,605 | 56.7 | 1,777 | 8.7 | 133 | .6 | 357 | 1.7 | 6,617 | 2.3 |
| \$ 5,000-\$ 5,499 | 27,528 | 10,100 | 36.7 | 2,088 | 7.6 | 329 | 1.2 | 170 | .6 | 16,841 | 53.9 |
| \$ 5,500-\$ 5,999 | 37,657 | 14,524 | 38.6 | 3,136 | 8.3 | 596 | 1.6 | 343 | .9 | 19,058 | 0.6 |
| \$ 6,000-\$ 6,499 | 51,992 | 16,379 | 31.5 | 2,971 | 5.7 | 581 | 1.1 | 585 | 1.1 | 31,474 | 60.5 |
| \$ 6,500-\$ 6,999 | 59,678 | 16,780 | 28.1 | 3,773 | 6.3 | 741 | 1.2 | 627 | 1.1 | 37,757 | 43.3 |
| \$ 7,000-\$ 7,999 | 140,355 | 21,896 | 15.6 | 9,665 | 6.9 | 1,398 | 1.0 | 1,406 | 1.0 | 105,990 | 5.5 |
| \$ 8,000-\$ 8,999 | 113,357 | 11,755 | 10.4 | 5,706 | 5.0 | 898 | .8 | 1,442 | 1.3 | 93,556 | 42.5 |
| \$ 9,000-\$ 9,999 | 50,863 | 4,150 | 8.2 | 1,743 | 3.4 | 303 | .6 | 795 | 1.6 | 43,872 | 56.3 |
| \$10,000-\$11,999 | 38,554 | 1,696 | 4.4 | 750 | 1.9 | 233 | .6 | 564 | 1.5 | 35,311 | 1.6 |
| \$12,000-\$13,999 | 10,121 | 337 | 3.3 | 122 | 1.2 | 122 | 1.2 | 123 | 1.2 | 9,417 | 93.0 |
| \$14,000-\$15,999 | 2,046 | 61 | 3.0 | 30 | 1.5 | 46 | 2.2 | 20 | 1.0 | 1,889 | 62.3 |
| \$16,000-\$17,999 | 989 | 56 | 5.7 | 9 | .9 | 11 | 1.1 | 4 | .4 | 909 | 1.9 |
| \$18,000-\$19,999 | 495 | 8 | 1.6 | 4 | .8 | | | 2 | .4 | 481 | 97.2 |
| \$20,000-\$21,999 | 210 | 3 | 1.4 | 4 | 1.9 | | | 3 | 1.4 | 200 | 45.2 |
| \$22,000-\$23,999 | 76 | 4 | 5.1 | | | | | | | 74 | 44.9 |
| \$24,000-\$25,999 | 10 | | | | | | | 1 | 10.0 | | 9 |
| \$26,000-\$27,999 | 4 | | | | | | | | | 200 | 45.2 |
| \$28,000-\$29,999 | 4 | | | 1 | 25.0 | | | | | 3 | 17.5 |
| \$30,000 AND OVER | 18 | 1 | 5.6 | | | | | | | 17 | 54.4 |

1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

Table 1-5

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALI OTHER EMPLOYEES | |
|---|-------------------------------------|----------------|-------------|------------------|------------|-----------------|-----------|--------------|-----------|------------------------|-------------|
| | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL POSTAL FIELD SERVICE..... | 700,304 | 136,322 | 19.5 | 17,494 | 2.5 | 1,182 | .2 | 3,947 | .6 | 541,359 | 77.3 |
| PFS- 1 | 461 | 243 | 50.5 | 20 | 4.2 | 4 | .8 | 4 | .8 | 210 | 43.7 |
| PFS- 2 | 4,265 | 2,048 | 48.0 | 213 | 5.0 | 11 | .3 | 58 | 1.4 | 1,935 | 45.4 |
| PFS- 3 | 27,565 | 3,550 | 12.9 | 501 | 1.8 | 129 | .5 | 89 | .3 | 23,296 | 84.5 |
| PFS- 4 | 61,885 | 28,829 | 46.6 | 2,702 | 4.4 | 77 | .1 | 416 | .7 | 29,861 | 48.3 |
| PFS- 5 | 463,835 | 89,433 | 19.3 | 12,222 | 2.6 | 696 | .2 | 2,732 | .6 | 358,752 | 77.3 |
| PFS- 6 | 41,693 | 8,354 | 20.0 | 1,041 | 2.5 | 65 | .2 | 389 | .9 | 31,844 | 76.4 |
| PFS- 7 | 12,957 | 709 | 5.5 | 125 | 1.0 | 48 | .4 | 39 | .3 | 12,036 | 92.9 |
| PFS- 8 | 18,956 | 1,881 | 9.9 | 230 | 1.2 | 25 | .1 | 122 | .6 | 16,698 | 68.1 |
| PFS- 9 | 10,705 | 399 | 3.7 | 89 | .8 | 27 | .3 | 25 | .2 | 10,165 | 95.0 |
| PFS-10 | 8,696 | 327 | 3.8 | 87 | 1.0 | 14 | .2 | 31 | .4 | 8,237 | 94.7 |
| PFS-11 | 4,141 | 174 | 4.2 | 27 | .7 | 5 | .1 | 6 | .1 | 3,929 | 94.9 |
| PFS-12 | 2,522 | 122 | 4.8 | 13 | .5 | 3 | .1 | 7 | .3 | 2,377 | 94.3 |
| PFS-13 | 1,455 | 52 | 3.6 | 9 | .6 | 5 | .3 | 1,389 | .5 | 1,237 | 75.5 |
| PFS-14 | 1,324 | 74 | 5.6 | 8 | .6 | 5 | .4 | 5 | .4 | 1,237 | 93.4 |
| PFS-15 | 1,146 | 35 | 3.1 | 8 | .7 | 2 | .2 | 5 | .4 | 1,096 | 95.6 |
| PFS-16 | 584 | 9 | 1.5 | 8 | 1.4 | 1 | .2 | | | 566 | 96.9 |
| PFS-17 | 231 | 6 | 2.6 | 2 | .9 | | | | | 223 | 96.5 |
| PFS-18 | 139 | 5 | 3.6 | | | | | | | 134 | 96.4 |
| PFS-19 | 62 | | | | | | | | | 61 | 98.4 |
| PFS-20 | 24 | 2 | 8.3 | | | | | 1 | 1.6 | 22 | 91.7 |
| PFS-21 | 15 | | | | | | | | | 15 | 100.0 |
| 4TH CLASS POSTMASTERS RURAL CARRIERS | 6,903 | 18 | .3 | 106 | 1.5 | 23 | .3 | 1 | .1 | 6,755 | 97.9 |
| | 30,720 | 52 | .2 | 83 | .3 | 52 | .2 | 12 | .1 | 30,521 | 99.4 |

1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

Table 1-6

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--------------------------------|---------------------------|--------------|------------|-----------------|------------|-----------------|-----------|------------|-----------|---------------------|-------------|
| | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL OTHER PAY SYSTEMS | 57,778 | 5,654 | 9.8 | 666 | 1.2 | 152 | .3 | 426 | .7 | 50,880 | 88.1 |
| UP THRU \$ 4,999 | 3,361 | 677 | 20.1 | 82 | 2.4 | 79 | 2.4 | 13 | .4 | 2,510 | 74.7 |
| \$ 5,000-\$ 5,499 | 1,373 | 364 | 26.5 | 22 | 1.6 | 8 | .6 | 10 | .7 | 969 | 70.6 |
| \$ 5,500-\$ 5,999 | 3,211 | 682 | 21.2 | 29 | .9 | 5 | .2 | 12 | .4 | 2,483 | 17.3 |
| \$ 6,000-\$ 6,499 | 3,847 | 1,059 | 27.5 | 44 | 1.1 | 3 | .1 | 15 | .4 | 2,726 | 70.9 |
| \$ 6,500-\$ 6,999 | 3,679 | 735 | 20.0 | 51 | 1.4 | 9 | .2 | 53 | 1.4 | 2,831 | 77.0 |
| \$ 7,000-\$ 7,999 | 6,062 | 685 | 11.3 | 76 | 1.3 | 9 | .1 | 56 | .9 | 5,236 | 86.4 |
| \$ 8,000-\$ 8,999 | 5,408 | 437 | 8.1 | 58 | 1.1 | 11 | .2 | 54 | 1.0 | 4,848 | 89.6 |
| \$ 9,000-\$ 9,999 | 3,339 | 156 | 5.9 | 61 | 1.8 | 6 | .2 | 27 | .6 | 1,049 | 51.3 |
| \$ 10,000-\$ 11,999 | 7,912 | 407 | 5.1 | 64 | .8 | 5 | .1 | 57 | .7 | 7,379 | 93.3 |
| \$ 12,000-\$ 13,999 | 3,897 | 89 | 2.3 | 48 | 1.2 | 7 | .2 | 28 | .7 | 3,725 | 95.6 |
| \$ 14,000-\$ 15,999 | 3,074 | 76 | 2.5 | 24 | .8 | 3 | .1 | 28 | .9 | 2,943 | 75.7 |
| \$ 16,000-\$ 17,999 | 2,989 | 65 | 2.2 | 25 | .8 | 2 | .1 | 20 | .7 | 2,877 | 96.3 |
| \$ 18,000-\$ 19,999 | 2,119 | 44 | 2.1 | 20 | .9 | 1 | | 17 | .8 | 2,037 | 96.1 |
| \$ 20,000-\$ 21,999 | 1,423 | 36 | 2.5 | 18 | 1.3 | | | 10 | .5 | 1,359 | 95.5 |
| \$ 22,000-\$ 23,999 | 1,854 | 37 | 2.0 | 21 | 1.1 | | | 10 | .5 | 1,786 | 96.3 |
| \$ 24,000-\$ 25,999 | 539 | 15 | 2.8 | 2 | .4 | | | 2 | .4 | 520 | 96.5 |
| \$ 26,000-\$ 27,999 | 541 | 5 | .9 | 3 | .6 | | | 3 | .6 | 1 | 98.0 |
| \$ 28,000-\$ 29,999 | 1,076 | 13 | 1.2 | 9 | .8 | 1 | .1 | 3 | .3 | 1 | 97.6 |
| \$ 30,000 AND OVER | 2,074 | 32 | 1.5 | 9 | .4 | 3 | .1 | 8 | .4 | 2,027 | 47.1 |

1969 MINORITY GROUP STUDY

Table 1-7

ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| Pay System | Total Full-Time Employees | Aleut | | Eskimo | |
|--|---------------------------|--------|------|--------|------|
| | | Number | Pct | Number | Pct |
| Total All Pay Systems.. | 13,457 | 219 | 1.6 | 670 | 5.0 |
| Total General Schedule or Similar..... | 7,362 | 66 | .9 | 270 | 3.7 |
| GS- 1 Thru 4 | 2,054 | 45 | 2.2 | 190 | 9.3 |
| GS- 5 Thru 8 | 1,784 | 17 | 1.0 | 63 | 3.5 |
| GS- 9 Thru 11 | 2,157 | 3 | .1 | 14 | .6 |
| GS-12 Thru 13 | 1,194 | 1 | .1 | 3 | .3 |
| GS-14 Thru 15 | 169 | ... | ... | ... | ... |
| GS-16 Thru 18 | 4 | ... | ... | ... | ... |
| Total Wage Systems..... | 4,840 | 107 | 2.2 | 286 | 5.9 |
| Up Thru \$ 5,499 | 10 | ... | ... | 2 | 20.0 |
| \$ 5,500 Thru \$ 6,999 | 14 | 1 | 7.1 | 4 | 28.6 |
| \$ 7,000 Thru \$ 7,999 | 76 | 9 | 11.8 | 28 | 36.8 |
| \$ 8,000 Thru \$ 8,999 | 404 | 17 | 4.2 | 51 | 12.6 |
| \$ 9,000 Thru \$ 9,999 | 395 | 13 | 3.3 | 58 | 14.7 |
| \$10,000 Thru \$13,999 | 3,030 | 63 | 2.1 | 129 | 4.3 |
| \$14,000 Thru \$17,999 | 752 | 4 | .5 | 12 | 1.6 |
| \$18,000 and over | 159 | ... | ... | 2 | 1.3 |
| Total Postal Field Service..... | 806 | 44 | 5.5 | 111 | 13.8 |
| PFS- 1 Thru 5* | 668 | 38 | 5.7 | 100 | 15.0 |
| PFS- 6 Thru 9 | 118 | 5 | 4.2 | 11 | 9.3 |
| PFS-10 Thru 12 | 13 | 1 | 7.7 | ... | ... |
| PFS-13 Thru 16 | 7 | ... | ... | ... | ... |
| PFS-17 Thru 19 | ... | ... | ... | ... | ... |
| PFS-20 Thru 21 | ... | ... | ... | ... | ... |
| Total Other Pay Systems | 449 | 2 | .4 | 3 | .7 |
| Up Thru \$ 6,499 | 32 | ... | ... | 1 | 3.1 |
| \$ 6,500 Thru \$ 9,999 | 182 | ... | ... | 2 | 1.1 |
| \$10,000 Thru \$13,999 | 110 | 1 | .9 | ... | ... |
| \$14,000 Thru \$17,999 | 99 | 1 | 1.0 | ... | ... |
| \$18,000 Thru \$25,999 | 22 | ... | ... | ... | ... |
| \$26,000 and over | 4 | ... | ... | ... | ... |

* Includes 4th Class Postmasters and rural carriers.

Table 1-8

1969 MINORITY GROUP STUDY
 DEPARTMENT OF STATE
 INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO NUMBER PCT | SPANISH SURNAME NUMBER PCT | AMERICAN INDIAN NUMBER FCT | ORIENTAL NUMBER PCT | ALL OTHER EMPLOYEES NUMBER PCT | |
|--|----------------------------------|------------------|----------------------------|----------------------------|---------------------|--------------------------------|--------|
| | | | | | | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS-- | 21,889 | 2,771 12.7 | 510 2.3 | 33 .2 | 203 .9 | 18,372 | 83.9 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 5,808 | 1,787 30.8 | 134 2.3 | 20 1.3 | 65 1.1 | 3,802 | 69.5 |
| GS-1 THRU 4 | 813 | 486 59.8 | 30 3.7 | 4 1.5 | 2 1.2 | 291 | 35.6 |
| GS-5 5 THRU 8 | 2,281 | 1,008 44.2 | 63 2.8 | 15 1.7 | 36 1.6 | 1,159 | 50.8 |
| GS-6 6 THRU 11 | 1,062 | 218 20.5 | 23 2.2 | 1 1.1 | 20 1.9 | 800 | 75.3 |
| GS-12 THRU 13 | 817 | 61 7.5 | 10 1.2 | 2 1.2 | 7 6.2 | 744 | 91.1 |
| GS-13 THRU 15 | 797 | 13 1.6 | 7 .9 | 5 .6 | 7 6.2 | 772 | 96.9 |
| GS-14 THRU 18 | 38 | 1 2.6 | 1 2.6 | | | 36 | 94.7 |
| TOTAL WAGE SYSTEMS..... | 322 | 1/3 53.7 | 105 32.6 | | 1 .3 | 43 | 13.4 |
| JP THRJ \$5,499 | 48 | 18 37.5 | 28 58.3 | | | 2 | 61.2 |
| \$5,500 THRJ \$5,999 | 101 | 50 49.5 | 39 38.6 | | 1 1.0 | 11 | 10.9 |
| \$7,000 THRJ \$7,999 | 88 | 60 68.2 | 18 20.5 | | | 10 | 11.4 |
| \$8,000 THRJ \$8,999 | 57 | 31 54.4 | 16 28.1 | | | 10 | 17.5 |
| \$9,000 THRJ \$9,999 | 20 | 11 55.0 | 4 20.0 | | | 5 | 25.0 |
| \$10,000 THRJ \$13,999 | 8 | 3 37.5 | | | | | 5 62.5 |
| \$14,000 THRJ \$17,999 | | | | | | | |
| \$18,000 AND OVER | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 15,759 | 811 5.1 | 271 1.7 | 13 .1 | 137 .9 | 14,527 | 92.2 |
| JP THRJ \$6,499 | 393 | 85 21.6 | 11 2.8 | 1 .3 | 5 1.3 | 291 | 76.0 |
| \$5,500 THRJ \$9,999 | 3,932 | 363 9.2 | 99 2.9 | 7 .2 | 41 1.0 | 3,422 | 87.0 |
| \$10,000 THRJ \$13,999 | 4,045 | 153 3.8 | 68 1.7 | 2 .2 | 33 .8 | 3,789 | 93.7 |
| \$14,000 THRJ \$17,999 | 2,383 | 85 3.6 | 30 1.3 | 26 1.1 | 2,248 | 94.1 | |
| \$18,000 THRJ \$25,999 | 3,231 | 93 2.9 | 50 1.5 | 28 .9 | 3,059 | 96.7 | |
| \$26,000 AND OVER | 1,775 | 32 1.8 | 13 .7 | 2 .1 | 4 .2 | 1,724 | 97.1 |

Table 1-8a

1969 MINORITY GROUP STUDY
 DEPARTMENT OF STATE
 INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|-------|--------|-----|------------------|-----|-----------------|-----|----------|-----|---------------------|-------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 24,737 | 2,608 | 10.5 | 488 | 2.0 | | 36 | .1 | 208 | .8 | 21,387 | 86.5 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 6,235 | 1,664 | 26.7 | 116 | 1.9 | | 20 | .3 | 59 | .9 | 4,976 | 70.2 |
| GS-1 THRU 4 | 915 | 441 | 48.2 | 28 | 3.1 | | | | | | 446 | 48.7 |
| GS-5 THRU 8 | 2,429 | 997 | 41.0 | 50 | 2.1 | | 17 | .7 | 35 | 1.4 | 1,330 | 54.9 |
| GS-9 THRU 11 | 1,137 | 173 | 15.2 | 23 | 2.0 | | 3 | .3 | 16 | 1.4 | 922 | 81.1 |
| GS-12 THRU 13 | 882 | 42 | 4.8 | 8 | .9 | | | | 2 | .2 | 830 | 94.1 |
| GS-14 THRU 15 | 821 | 10 | 1.2 | 6 | .7 | | | | 6 | .7 | 799 | 97.3 |
| GS-16 THRU 18 | 51 | 1 | 2.0 | 1 | 2.0 | | | | | | 49 | 96.1 |
| TOTAL WAGE SYSTEMS..... | 340 | 157 | 46.2 | 116 | 34.1 | | | | 1 | .3 | 66 | 19.4 |
| UP THRU \$5,499 | 90 | 20 | 22.2 | 61 | 67.8 | | | | | | 9 | 10.0 |
| \$5,500 THRU \$6,999 | 173 | 114 | 65.9 | 32 | 18.5 | | | | 1 | .6 | 26 | 15.0 |
| \$7,000 THRU \$7,999 | 48 | 16 | 33.3 | 20 | 41.7 | | | | | | 17 | 25.0 |
| \$8,000 THRU \$8,999 | 20 | 6 | 30.0 | 3 | 15.0 | | | | | | 11 | 55.0 |
| \$9,000 THRU \$9,999 | 8 | 1 | 12.5 | | | | | | | | 7 | 87.5 |
| \$10,000 THRU \$13,999 | 1 | | | | | | | | | | 1 | 100.0 |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 18,162 | 787 | 4.3 | 256 | 1.4 | | 16 | .1 | 148 | .8 | 16,955 | 93.4 |
| UP THRU \$6,499 | 1,940 | 243 | 12.5 | 45 | 2.3 | | 10 | .5 | 23 | 1.2 | 1,619 | 83.5 |
| \$6,500 THRU \$9,999 | 6,008 | 291 | 4.8 | 88 | 1.5 | | 1 | | 57 | .9 | 5,571 | 92.7 |
| \$10,000 THRU \$13,999 | 3,687 | 129 | 3.5 | 48 | 1.3 | | 1 | | 41 | 1.1 | 3,468 | 94.1 |
| \$14,000 THRU \$17,999 | 3,668 | 68 | 1.9 | 42 | 1.1 | | 2 | | 22 | .6 | 3,534 | 96.3 |
| \$18,000 AND OVER | 2,859 | 56 | 2.0 | 33 | 1.2 | | 5 | | 5 | .2 | 2,763 | 96.6 |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE TREASURY

Table 1-9

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGR | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|--------|--------|-------|-----------------|-----|-----------------|-----|----------|--------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 85,073 | 11,930 | 14.0 | 1,116 | 1.3 | 84 | .1 | 504 | .6 | 71,439 | 84.0 | |
| TOTAL GENERAL SCHEDULE JR SIMILAR..... | 19,850 | 9,449 | 11.8 | 935 | 1.2 | 81 | .1 | 474 | .6 | 68,911 | 86.3 | |
| GS- 1 THRU 4 | 19,679 | 6,948 | 25.1 | 300 | 1.5 | 26 | .1 | 87 | .4 | 16,318 | 72.8 | |
| GS- 5 THRU 8 | 21,605 | 3,077 | 14.2 | 281 | 1.3 | 24 | .1 | 140 | .6 | 18,083 | 83.7 | |
| GS- 9 THRU 11 | 20,436 | 1,017 | 5.0 | 242 | 1.2 | 20 | .1 | 122 | .6 | 19,039 | 93.1 | |
| GS-12 THRU 13 | 14,402 | 367 | 2.5 | 107 | .7 | 10 | .1 | 110 | .8 | 13,808 | 95.9 | |
| GS-14 THRU 15 | 3,384 | 40 | 1.2 | 5 | .1 | 4 | .1 | 15 | .4 | 3,323 | 98.2 | |
| GS-16 THRU 18 | 344 | | | | | | | | | 344 | 100.0 | |
| TOTAL WAGE SYSTEMS..... | 4,898 | 2,466 | 50.3 | 169 | 3.2 | 3 | .1 | 30 | .6 | 2,230 | 45.5 | |
| JP THRU \$5,499 | 376 | 198 | 52.7 | 3 | .8 | | | | | 175 | 46.5 | |
| \$ 5,500 THRU \$ 9,999 | 2,178 | 1,524 | 70.0 | 51 | 2.3 | 1 | | 7 | .3 | 595 | 27.3 | |
| \$ 7,000 THRU \$ 7,999 | 1,078 | 489 | 45.4 | 84 | 7.8 | | | 8 | .7 | 497 | 46.1 | |
| \$ 8,000 THRU \$ 8,999 | 418 | 147 | 35.2 | 25 | 6.0 | | | 13 | 3.1 | 232 | 55.5 | |
| \$ 9,000 THRU \$ 9,999 | 207 | 58 | 28.0 | 3 | 1.4 | | | 2 | | 146 | 70.5 | |
| \$10,000 THRU \$13,999 | 598 | 41 | 6.9 | 3 | .5 | | | | | 551 | 92.1 | |
| \$14,000 THRU \$17,999 | 43 | 9 | 20.9 | | | | | 2 | .3 | 36 | 79.1 | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 325 | 15 | 4.6 | 12 | 3.7 | | | | | 298 | 91.7 | |
| JP THRU \$6,499 | 1 | | | | | | | | | 1 | 100.0 | |
| \$ 6,500 THRU \$ 9,999 | 171 | 14 | 8.2 | 1 | .6 | | | | | 156 | 91.2 | |
| \$10,000 THRU \$13,999 | 58 | 1 | 1.7 | 2 | .4 | | | | | 55 | 94.8 | |
| \$14,000 THRU \$17,999 | 22 | | | 3 | 13.6 | | | | | 19 | 86.4 | |
| \$18,000 THRU \$25,999 | 40 | | | 6 | 15.0 | | | | | 34 | 85.0 | |
| \$26,000 AND OVER | 33 | | | | | | | | | 33 | 100.0 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE TREASURY

Table 1-9a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|---------------|-------------|--------------|-----------------|-----------|-----------------|------------|-----------|---------------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 84,904 | 12,006 | 14.1 | 1,092 | 1.3 | 72 | .1 | 501 | .6 | 71,233 | 83.9 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 79,404 | 9,055 | 11.4 | 918 | 1.2 | 68 | .1 | 466 | .6 | 68,897 | 86.0 | |
| GS- 1 THRU 4 | 20,437 | 5,468 | 26.8 | 287 | 1.4 | 19 | .1 | 90 | .4 | 14,573 | 71.3 | |
| GS- 5 THRU 8 | 21,142 | 2,428 | 11.5 | 284 | 1.3 | 25 | .1 | 154 | .7 | 18,251 | 86.3 | |
| GS- 9 THRU 11 | 21,445 | 863 | 4.0 | 270 | 1.3 | 11 | .1 | 124 | .6 | 20,177 | 94.1 | |
| GS- 12 THRU 13 | 12,898 | 272 | 2.1 | 72 | .6 | 12 | .1 | 87 | .7 | 12,455 | 96.6 | |
| GS- 14 THRU 15 | 3,130 | 23 | .7 | 5 | .2 | 1 | | 11 | .4 | 3,090 | 98.7 | |
| GS- 16 THRU 18 | 352 | 1 | .3 | | | | | | | 351 | 99.7 | |
| TOTAL WAGE SYSTEMS..... | 5,166 | 2,946 | 57.0 | 157 | 3.0 | 4 | .1 | 35 | .7 | 2,024 | 39.2 | |
| UP THRU \$5,499 | 817 | 669 | 81.9 | 9 | 1.1 | | | | | 3 | .4 | |
| \$5,500 THRU \$6,999 | 3,247 | 2,120 | 65.3 | 141 | 4.3 | 2 | .1 | 28 | .9 | 136 | 16.6 | |
| \$6,000 THRU \$7,999 | 465 | 428 | 27.5 | 6 | 1.3 | | | | | 956 | 29.4 | |
| \$7,000 THRU \$8,999 | 98 | 11 | 11.2 | 1 | 1.0 | | | | | 326 | 70.5 | |
| \$8,000 THRU \$8,999 | 98 | 301 | 16.5 | 2 | .7 | | | | | 85 | 86.7 | |
| \$9,000 THRU \$9,999 | 301 | 214 | 2.9 | | | | | | | 283 | 94.0 | |
| \$10,000 THRU \$13,999 | 214 | 24 | | | | | | | | 212 | 99.1 | |
| \$14,000 THRU \$17,999 | | | | | | | | | | 24 | 100.0 | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 334 | 5 | 1.5 | 17 | 5.1 | | | | | 312 | 93.4 | |
| UP THRU \$6,499 | | | | | | | | | | | | |
| \$ 6,500 THRU \$ 9,999 | 188 | 3 | 1.6 | | | | | | | | | |
| \$10,000 THRU \$13,999 | 56 | 2 | 3.6 | | | | | | | | | |
| \$14,000 THRU \$17,999 | 33 | | | | | | | | | | | |
| \$18,000 AND OVER | 57 | | | | | | | | | | | |
| ** | | | | | | | | | | | | |

Table 1-10

| PAY SYSTEM | | TOTAL FULL-TIME EMPLOYEES | | NUMBER | | NUMBER | | SPANISH SURNAMES | | ENGLISH SURNAMES | | IRISH SURNAMES | | ALB. T-T. PAY SYSTEMS | |
|---|---------------|---------------------------|--|---------|--|--------|--|------------------|--|------------------|--|----------------|--|-----------------------|--|
| | | NUMBER | | NUMBER | | NUMBER | | NUMBER | | NUMBER | | NUMBER | | NUMBER | |
| TOTAL ALL PAY SYSTEMS.. | | 1,089,686 | | 125,124 | | 11.5 | | 43,230 | | 4.0 | | 1122 | | .3 | |
| TOTAL GENERAL SCHEDULE PAY SYSTEMS..... | | 636,943 | | 49,620 | | 1.8 | | 14,508 | | 2.3 | | 1,211 | | .2 | |
| GS-1 | THRU 4 | 163,278 | | 22,480 | | 13.8 | | 6,016 | | 3.7 | | 375 | | .2 | |
| GS-5 | THRU 8 | 186,564 | | 17,701 | | 19.5 | | 4,854 | | 2.6 | | 373 | | .2 | |
| GS-9 | THRU 11 | 183,350 | | 6,938 | | 4.2 | | 2,836 | | 1.7 | | 312 | | .2 | |
| GS-12 | THRU 13 | 100,942 | | 2,209 | | 2.2 | | 750 | | .7 | | 1,816 | | .7 | |
| GS-14 | THRU 15 | 21,716 | | 1,748 | | .8 | | 45 | | .2 | | 113 | | .1 | |
| GS-16 | THRU 18 | 1,093 | | 3 | | .3 | | 1 | | .2 | | 1 | | .1 | |
| TOTAL WAGE SYSTEMS..... | | 447,257 | | 75,322 | | 16.8 | | 28,738 | | 6.4 | | 1,917 | | .4 | |
| JP | THRU \$5,499 | 34,893 | | 13,749 | | 14.5 | | 3,135 | | 9.0 | | 54 | | .2 | |
| \$ 5,500 | THRU \$ 2,999 | 113,046 | | 30,879 | | 21.3 | | 8,659 | | 7.7 | | 498 | | .4 | |
| \$ 7,000 | THRU \$ 1,999 | 122,301 | | 16,936 | | 13.8 | | 9,146 | | 6.5 | | 611 | | .6 | |
| \$ 8,000 | THRU \$ 5,999 | 97,893 | | 9,044 | | 9.3 | | 5,390 | | 5.5 | | 373 | | .4 | |
| \$ 9,000 | THRU \$ 9,999 | 40,894 | | 3,075 | | 7.5 | | 1,599 | | 3.9 | | 157 | | .4 | |
| \$ 10,000 | THRU \$13,999 | 35,052 | | 1,421 | | 4.1 | | 775 | | 2.2 | | 477 | | .3 | |
| \$ 14,000 | THRU \$17,999 | 2,415 | | 96 | | 4.0 | | 26 | | 1.2 | | 19 | | .3 | |
| \$18,000 AND OVER | | 763 | | 12 | | 1.6 | | 6 | | .8 | | 1 | | .4 | |
| TOTAL OTHER PAY SYSTEMS | | 5,488 | | 167 | | 3.4 | | 42 | | .4 | | 6 | | .1 | |
| JP | THRU \$6,499 | 687 | | 37 | | 2.4 | | 5 | | .7 | | 1 | | .1 | |
| \$ 6,500 | THRU \$ 9,999 | 3,583 | | 143 | | 4.0 | | 31 | | 1.9 | | 2 | | .1 | |
| \$10,000 | THRU \$13,999 | 448 | | 1 | | .2 | | 4 | | .7 | | 2 | | .1 | |
| \$14,000 | THRU \$17,999 | 214 | | 1 | | .6 | | 2 | | .9 | | 2 | | .1 | |
| \$18,000 | THRU \$25,999 | 175 | | 1 | | .6 | | 1 | | .1 | | 2 | | .1 | |
| \$25,000 AND OVER | | 379 | | 12 | | 1.6 | | 6 | | .8 | | 3 | | .4 | |

1969 SECURITY GROUP STUDY
DEPARTMENT OF DEFENSE, SUMMARY

Table 1-10a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NUMBER | PERCENT | SPANISH SURNAME NUMBER | PERCENT | AMERICAN INDIAN NUMBER | PERCENT | ORIENTAL NUMBER | PERCENT | ALL OTHER EMPLOYEES NUMBER | PERCENT |
|---|---------------------------|----------------|-------------|---------------|------------------------|--------------|------------------------|---------------|-----------------|----------------|----------------------------|---------|
| | NUMBER | PERCENT | | | | | | | | | | |
| TOTAL ALL PAY SYSTEMS... | 1,098,532 | 131,198 | 11.9 | 42,088 | 3.0 | 3,125 | .3 | 11,771 | 1.1 | 919,331 | 82.9 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 616,631 | 47,950 | 7.8 | 13,042 | 2.1 | 1,058 | .2 | 5,353 | .9 | 547,186 | 89.1 | |
| GS-1 THRU 4 | 193,526 | 24,626 | 12.7 | 6,285 | 3.2 | 441 | .2 | 1,354 | .7 | 163,810 | 83.1 | |
| GS-5 THRU 8 | 170,464 | 15,977 | 9.4 | 4,069 | 2.4 | 338 | .2 | 1,613 | .9 | 148,407 | 87.1 | |
| GS-9 THRU 11 | 145,379 | 5,506 | 3.8 | 2,180 | 1.5 | 201 | .1 | 1,553 | 1.1 | 139,339 | 93.5 | |
| GS-12 THRU 13 | 97,320 | 1,728 | 2.0 | 478 | .5 | 66 | .1 | 747 | .7 | 84,301 | 96.5 | |
| GS-14 THRU 15 | 16,881 | 110 | .6 | 29 | .2 | 11 | .1 | 93 | .4 | 16,646 | 98.8 | |
| GS-16 THRU 18 | 1,031 | 3 | .3 | 1 | .1 | 1 | .1 | 3 | .3 | 1,023 | 99.2 | |
| TOTAL WAGE SYSTEMS..... | 476,426 | 32,746 | 17.4 | 28,974 | 6.1 | 2,056 | .4 | 6,331 | 1.3 | 355,319 | 74.8 | |
| JP THRJ \$5,499 | 93,461 | 32,359 | 36.6 | 7,907 | 8.2 | 519 | .6 | 930 | 1.0 | 51,166 | 55.4 | |
| \$ 5,500 THRJ \$ 6,999 | 193,795 | 35,229 | 18.2 | 13,948 | 1.2 | 970 | .5 | 2,273 | 1.2 | 141,512 | 73.0 | |
| \$ 7,000 THRJ \$ 10,999 | 126,197 | 12,864 | 10.0 | 5,583 | 4.4 | 427 | .3 | 2,155 | 1.7 | 107,623 | 83.6 | |
| \$ 8,000 THRJ \$ 12,999 | 33,088 | 1,671 | 5.1 | 1,153 | 3.5 | 59 | .3 | 471 | 1.4 | 29,004 | 89.8 | |
| \$ 9,000 THRJ \$ 14,999 | 17,813 | 512 | 2.9 | 281 | 1.6 | 29 | .2 | 352 | 2.0 | 10,634 | 93.4 | |
| \$ 10,000 THRJ \$15,999 | 9,378 | 122 | 1.3 | 96 | 1.0 | 20 | .2 | 135 | 1.4 | 7,005 | 96.0 | |
| \$14,000 THRJ \$17,999 | 608 | 4 | .7 | 4 | .7 | 2 | .3 | 5 | .6 | 593 | 97.5 | |
| \$18,000 AND OVER | 81 | | | 2 | 2.5 | | | | | 79 | 97.5 | |
| TOTAL OTHER PAY SYSTEMS | 5,475 | 472 | 0.6 | 72 | 1.3 | 11 | .2 | 97 | 1.8 | 4,923 | 88.1 | |
| JP THRJ \$6,499 | 2,801 | 308 | 13.9 | 50 | 1.8 | 10 | .4 | 58 | 2.1 | 2,295 | 81.9 | |
| \$ 6,500 THRJ \$ 9,999 | 1,598 | 19 | 4.9 | 19 | 1.2 | 1 | .1 | 38 | 2.4 | 1,461 | 91.4 | |
| \$10,000 THRJ \$13,999 | 384 | 4 | 1.0 | 2 | .5 | | | 1 | .3 | 377 | 98.2 | |
| \$14,000 THRJ \$17,999 | 243 | 1 | .4 | 1 | .4 | | | | | 261 | 99.2 | |
| * \$18,000 AND OVER | 449 | | | | | | | | | 444 | 100.0 | |

1969 MINORITY GROUP STUDY

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

Table 1-11

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | | |
|--|---------------------------|--------|-----------------|-------|-----------------|-----|----------|-----|---------------------|--------|------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | |
| TOTAL ALL PAY SYSTEMS... | 68,630 | 11,529 | 16.8 | 1,411 | 2.1 | 107 | .2 | 390 | 1.6 | 55,193 | 80.4 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 55,978 | 6,712 | 12.0 | 643 | 1.1 | 73 | .1 | 319 | .6 | 48,231 | 86.2 |
| GS- 1 THRU 4 | 11,378 | 2,752 | 24.2 | 241 | 2.4 | 20 | .2 | 53 | .5 | 8,312 | 73.1 |
| GS- 5 THRU 8 | 13,837 | 2,425 | 17.5 | 200 | 1.4 | 19 | .1 | 93 | .7 | 11,100 | 80.2 |
| GS- 9 THRU 11 | 19,058 | 1,236 | 6.5 | 157 | .8 | 25 | .1 | 103 | .5 | 17,537 | 92.0 |
| GS-12 THRU 13 | 9,010 | 273 | 3.0 | 40 | .4 | 7 | .1 | 56 | .6 | 8,634 | 95.8 |
| GS-14 THRU 15 | 2,434 | 24 | 1.0 | 5 | .2 | 2 | .1 | 13 | .5 | 2,390 | 98.2 |
| GS-16 THRU 18 | 261 | 2 | .8 | | | | | 1 | .4 | 258 | 98.9 |
| TOTAL WAGE SYSTEMS..... | 12,561 | 4,817 | 38.3 | 768 | 6.1 | 34 | .3 | 70 | .6 | 8,972 | 54.7 |
| JP THRJ \$5,499 | 1,886 | 1,552 | 82.3 | 42 | 2.2 | 8 | .4 | 2 | .1 | 282 | 15.0 |
| \$ 5,500 THRJ \$ 5,999 | 6,262 | 2,306 | 36.8 | 444 | 7.1 | 16 | .3 | 33 | .5 | 3,463 | 55.3 |
| \$ 7,000 THRJ \$ 7,999 | 2,404 | 665 | 21.7 | 169 | 7.0 | 4 | .2 | 30 | 1.2 | 1,536 | 63.9 |
| \$ 8,000 THRJ \$ 8,999 | 971 | 166 | 17.1 | 71 | 7.3 | 4 | .4 | 2 | .2 | 728 | 75.0 |
| \$ 9,000 THRJ \$ 9,999 | 549 | 85 | 15.5 | 21 | 3.8 | 2 | .4 | 1 | .2 | 440 | 80.1 |
| \$10,000 THRJ \$10,999 | 484 | 42 | 8.7 | 21 | 4.3 | | | 2 | .4 | 419 | 86.6 |
| \$14,000 THRJ \$17,999 | 5 | 1 | 20.0 | | | | | | | 4 | 80.0 |
| \$18,000 AND OVER | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 91 | | | | | | | | | 1 | 1.1 |
| JP THRJ \$6,499 | | | | | | | | | | 90 | 98.9 |
| \$ 6,500 THRU \$ 9,999 | | | | | | | | | | | |
| \$10,000 THRU \$13,999 | 1 | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | |
| \$18,000 THRU \$25,999 | 9 | | | | | | | | | | |
| \$26,000 AND OVER | 81 | | | | | | | | | | |

1969 MINORITY GROUP STUDY
OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEPARTMENTS

Table 1-1a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE ARMY

Table 1-12

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO NUMBER PCT | SPANISH SURNAME NUMBER PCT | AMERICAN INDIAN | | ORIENTAL NUMBER PCT | ALL OTHER EMPLOYEES NUMBER PCT | |
|--|----------------------------------|------------------|----------------------------|-----------------|-----|---------------------|--------------------------------|-------------|
| | | | | NUMBER | PCT | | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 389,876 | 45,504 11.7 | 13,865 3.6 | 884 | .2 | 3,602 .9 | 326,021 | 83.6 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 255,569 | 22,266 8.7 | 5,355 2.1 | 380 | .1 | 2,562 1.0 | 225,006 | 88.0 |
| GS-1 THRU 4 | 64,580 | 10,137 15.7 | 2,242 3.5 | 128 | .2 | 481 | 7 | 51,592 79.9 |
| GS-5 THRU 8 | 80,373 | 8,132 10.1 | 1,785 2.2 | 139 | .2 | 741 | 9 | 69,576 86.6 |
| GS-9 THRU 11 | 61,913 | 3,010 4.9 | 990 1.6 | 74 | .1 | 854 | 1.4 | 56,985 92.0 |
| GS-12 THRU 13 | 40,351 | 919 2.3 | 319 .8 | 34 | .1 | 444 | 1.1 | 38,635 95.7 |
| GS-14 THRU 15 | 8,020 | 68 .8 | 19 .2 | 5 | .1 | 42 | .5 | 7,886 98.3 |
| GS-16 THRU 18 | 332 | | | | | | 332 | 100.0 |
| TOTAL WAGE SYSTEMS..... | 133,219 | 23,204 17.4 | 8,504 6.4 | 504 | .4 | 1,030 .8 | 99,977 | 75.0 |
| UP THRU \$5,499 | 8,491 | 4,419 52.0 | 715 8.4 | 43 | .5 | 24 | 3 | 3,290 38.7 |
| \$5,500 THRU \$6,999 | 38,349 | 10,384 27.1 | 2,647 6.9 | 149 | .4 | 235 | 6 | 24,934 65.0 |
| \$7,000 THRU \$7,999 | 35,486 | 4,804 13.5 | 2,322 6.5 | 151 | .4 | 197 | 6 | 28,012 78.9 |
| \$8,000 THRU \$8,999 | 27,105 | 2,106 7.8 | 1,993 7.4 | 97 | .4 | 193 | 7 | 22,716 83.8 |
| \$9,000 THRU \$9,999 | 11,597 | 732 6.3 | 506 6.3 | 38 | .3 | 131 | 1.1 | 10,192 87.9 |
| \$10,000 THRU \$13,999 | 10,634 | 668 6.3 | 304 2.9 | 21 | .2 | 241 | 2.3 | 9,400 83.4 |
| \$14,000 THRU \$17,999 | 1,130 | 82 7.3 | 15 1.3 | 5 | .4 | 7 | .6 | 1,021 90.4 |
| \$18,000 AND OVER | 427 | 9 2.1 | 4 .9 | 2 | .5 | | | 412 96.5 |
| TOTAL OTHER PAY SYSTEMS | 1,088 | 34 3.1 | 6 .6 | | | 10 .9 | 1,038 | 95.4 |
| JP THRU \$6,499 | | | | | | | | |
| \$6,500 THRU \$9,999 | | 134 9 6.7 | | | | 7 .9 | 125 | 93.3 |
| \$10,000 THRU \$13,999 | | 793 25 3.2 | | | | 3 3.0 | 755 | 95.2 |
| \$14,000 THRU \$17,999 | | 99 | | | | | 96 | 97.0 |
| \$18,000 THRU \$25,999 | | 2 | | | | | 2 | 100.0 |
| \$26,000 AND OVER | | 23 | | | | | 23 | 100.0 |
| | | 37 | | | | | 37 | 100.0 |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

Table 1-12a

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO NUMBER PCT | SPANISH SURNAMED NUMBER PCT | AMERICAN INDIAN NUMBER PCT | ORIENTAL NUMBER PCT | ALL OTHER EMPLOYEES NUMBER PCT | |
|---|----------------------------------|------------------|-----------------------------|----------------------------|---------------------|--------------------------------|-----------|
| | | | | | | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS...* | 389,646 | 48,878 | 12.5 | 13,686 | 3.5 | 915 | .2 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 247,749 | 22,623 | 9.0 | 4,752 | 1.9 | 334 | .1 |
| GS-1 THRU 4 | 81,679 | 11,820 | 14.5 | 2,414 | 3.0 | 143 | .2 |
| GS-5 THRU 8 | 72,125 | 7,772 | 10.8 | 1,410 | 2.0 | 115 | .2 |
| GS-9 THRU 11 | 52,907 | 2,321 | 4.4 | 731 | 1.4 | 55 | .1 |
| GS-12 THRU 13 | 33,637 | 669 | 2.0 | 181 | .5 | 17 | .1 |
| GS-14 THRU 15 | 7,086 | 41 | .6 | 16 | .2 | 4 | .1 |
| GS-16 THRU 18 | 315 | | | | | | |
| TOTAL WAGE SYSTEMS..... | 140,156 | 26,134 | 18.6 | 8,928 | 6.4 | 577 | .4 |
| UP THRU \$5,499 | 36,897 | 13,091 | 35.5 | 2,716 | 7.4 | 210 | .6 |
| \$ 5,500 THRU \$ 6,999 | 61,759 | 9,943 | 16.1 | 4,411 | 7.1 | 261 | .4 |
| \$ 7,000 THRU \$ 7,999 | 26,589 | 2,459 | 9.2 | 1,325 | 5.0 | 79 | .3 |
| \$ 8,000 THRU \$ 8,999 | 8,592 | 478 | 5.6 | 388 | 4.5 | 16 | .2 |
| \$ 9,000 THRU \$ 9,999 | 3,699 | 117 | 3.3 | 64 | 1.8 | 5 | .1 |
| \$10,000 THRU \$13,999 | 2,671 | 46 | 1.7 | 24 | .9 | 5 | .1 |
| \$14,000 THRU \$17,999 | 145 | 4 | | 1 | | 1 | |
| \$18,000 AND OVER | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 1,941 | 121 | 7.0 | 6 | .3 | 4 | .2 |
| UP THRU \$6,499 | 1,031 | 109 | 10.6 | 3 | .3 | 4 | .4 |
| \$ 6,500 THRU \$ 9,999 | 664 | 12 | 1.8 | 3 | .5 | 2 | .2 |
| \$10,000 THRU \$13,999 | 29 | | | | | | |
| \$14,000 THRU \$17,999 | 3 | | | | | | |
| \$18,000 AND OVER | 14 | | | | | | |
| ** | | | | | | | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE NAVY

Table 1-13

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL-FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|--------|--------|-------|------------------|-----|-----------------|-----|----------|------|---------------------|-------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 349,472 | 47,390 | 13.6 | 7,819 | 2.2 | | 911 | .3 | 5,842 | 1.7 | 287,510 | 82.3 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 167,294 | 13,391 | 8.0 | 2,038 | 1.2 | | 254 | .2 | 2,043 | 1.2 | 149,566 | 89.4 |
| GS- 1 THRU 4 | 48,846 | 6,619 | 13.6 | 899 | 1.8 | | 99 | .2 | 571 | 1.2 | 40,658 | 82.2 |
| GS- 5 THRU 6 | 43,513 | 4,598 | 10.6 | 562 | 1.3 | | 71 | .2 | 530 | 1.2 | 37,752 | 86.8 |
| GS- 9 THRU 11 | 40,462 | 1,539 | 3.8 | 424 | 1.0 | | 60 | .1 | 546 | 1.3 | 37,893 | 93.7 |
| GS-12 THRU 13 | 27,430 | 583 | 2.1 | 147 | .5 | | 19 | .1 | 360 | 1.3 | 26,321 | 96.0 |
| GS-14 THRU 15 | 6,721 | 51 | .8 | 6 | .1 | | 4 | .1 | 36 | .5 | 6,624 | 98.6 |
| GS-16 THRU 18 | 322 | 1 | .3 | | | | 1 | .3 | | | 320 | 99.4 |
| TOTAL WAGE SYSTEMS..... | 180,574 | 33,952 | 18.8 | 5,762 | 3.2 | | 656 | .4 | 3,789 | 2.1 | 136,415 | 75.5 |
| UP THRJ \$5,499 | 18,298 | 5,738 | 31.4 | 656 | 3.6 | | 12 | .1 | 395 | 2.2 | 11,497 | 62.8 |
| \$ 5,500 THRU \$ 6,999 | 39,189 | 12,440 | 31.7 | 860 | 2.2 | | 119 | .3 | 891 | 2.3 | 24,879 | 63.5 |
| \$ 7,000 THRU \$ 7,999 | 46,549 | 8,084 | 17.4 | 1,655 | 3.6 | | 238 | .5 | 883 | 1.9 | 35,689 | 76.7 |
| \$ 8,000 THRU \$ 8,999 | 43,267 | 5,379 | 12.4 | 1,655 | 3.8 | | 173 | .4 | 877 | 2.0 | 35,183 | 81.3 |
| \$ 9,000 THRU \$ 9,999 | 17,721 | 1,816 | 10.2 | 681 | 3.8 | | 76 | .4 | 509 | 2.9 | 14,639 | 82.6 |
| \$10,000 THRU \$13,999 | 14,602 | 489 | 3.3 | 246 | 1.7 | | 38 | .3 | 227 | 1.6 | 13,602 | 93.2 |
| \$14,000 THRU \$17,999 | 716 | 4 | .6 | 7 | 1.0 | | 6 | .8 | 699 | 97.6 | | |
| \$18,000 AND OVER | 232 | 2 | .9 | 2 | .9 | | | | 1 | .4 | 227 | 97.8 |
| TOTAL OTHER PAY SYSTEMS | 1,604 | 47 | 2.9 | 19 | 1.2 | | 1 | .1 | 10 | .6 | 1,527 | 95.2 |
| UP THRJ \$6,499 | 254 | 6 | 2.4 | 4 | 1.6 | | | | 1 | .4 | 243 | 95.7 |
| \$ 6,500 THRU \$ 9,999 | 596 | 39 | 6.5 | 10 | 1.7 | | | | 3 | .5 | 544 | 91.3 |
| \$10,000 THRU \$13,999 | 279 | 1 | .4 | 3 | 1.1 | | | | 4 | 1.6 | 270 | 96.8 |
| \$14,000 THRU \$17,999 | 206 | | | 2 | 1.0 | | | | 2 | 1.0 | 202 | 98.1 |
| \$18,000 THRU \$25,999 | 143 | 1 | .7 | | | | | | | | 142 | 99.3 |
| \$26,000 AND OVER | 126 | | | | | | | | | | 126 | 100.0 |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE NAVY

Table 1-13a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|--------|------|------------------|-----|-----------------|-----|----------|-----|---------------------|-------|
| | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS..... | 357,505 | 49,188 | 13.8 | 7,687 | 2.2 | 1,011 | .3 | 6,027 | 1.7 | 293,592 | 82.1 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 155,549 | 11,754 | 7.6 | 1,705 | 1.1 | 251 | .2 | 1,677 | 1.1 | 140,162 | 90.1 |
| GS-1 THRU 4 | 51,580 | 6,519 | 12.6 | 864 | 1.7 | 122 | .2 | 539 | 1.0 | 43,936 | 84.4 |
| GS-5 THRU 8 | 39,271 | 3,546 | 9.0 | 460 | 1.2 | 66 | .2 | 454 | 1.2 | 34,745 | 88.5 |
| GS-9 THRU 11 | 34,735 | 1,189 | 3.4 | 285 | .8 | 42 | .1 | 427 | 1.2 | 32,792 | 94.4 |
| GS-12 THRU 13 | 24,258 | 473 | 1.9 | 93 | .4 | 17 | .1 | 232 | 1.0 | 23,443 | 96.6 |
| GS-14 THRU 15 | 5,433 | 26 | .5 | 3 | .1 | 3 | .1 | 24 | .4 | 5,977 | 99.0 |
| GS-16 THRU 18 | 272 | 1 | .4 | | | 1 | .4 | 1 | .4 | 269 | 98.9 |
| TOTAL WAGE SYSTEMS..... | 200,730 | 37,359 | 18.6 | 5,976 | 3.0 | 760 | .4 | 4,347 | 2.2 | 152,288 | 75.9 |
| UP THRU \$5,499 | 28,779 | 10,421 | 36.2 | 750 | 2.6 | 188 | .7 | 569 | 2.0 | 16,851 | 58.6 |
| \$ 5,500 THRU \$ 6,999 | 70,840 | 17,194 | 24.3 | 2,538 | 3.6 | 321 | .5 | 1,680 | 2.4 | 49,107 | 69.3 |
| \$ 7,000 THRU \$ 7,999 | 71,312 | 8,567 | 12.0 | 2,096 | 2.9 | 189 | .3 | 1,604 | 2.2 | 58,856 | 82.5 |
| \$ 8,000 THRU \$ 8,999 | 14,133 | 810 | 5.7 | 396 | 2.8 | 33 | .2 | 253 | 1.8 | 12,641 | 89.4 |
| \$ 9,000 THRU \$ 9,999 | 11,095 | 325 | 2.9 | 143 | 1.3 | 21 | .2 | 201 | 1.8 | 10,405 | 93.8 |
| \$ 10,000 THRU \$ 13,999 | 4,119 | 41 | 1.0 | 48 | 1.2 | 8 | .2 | 36 | .9 | 3,986 | 96.8 |
| \$ 14,000 THRU \$ 17,999 | 376 | 1 | .3 | 3 | .8 | | | 4 | 1.1 | 368 | 97.9 |
| \$18,000 AND OVER | 76 | | | 2 | 2.6 | | | | | 74 | 97.4 |
| TOTAL OTHER PAY SYSTEMS | 1,226 | 75 | 6.1 | 6 | .5 | | | 3 | .2 | 1,142 | 93.1 |
| UP THRU \$6,499 | 136 | 25 | 18.4 | 3 | 2.2 | | | 2 | 1.5 | 106 | 77.9 |
| \$ 6,500 THRU \$ 9,999 | 345 | 45 | 13.0 | 2 | .6 | | | | | 298 | 86.4 |
| \$10,000 THRU \$13,999 | 316 | 4 | 1.3 | | | | | 1 | .3 | 311 | 98.4 |
| \$14,000 THRU \$17,999 | 218 | 1 | .5 | | | | | | | 216 | 99.1 |
| \$18,000 AND OVER | 211 | | | | | | | | | 211 | 100.0 |
| ** | | | | | | | | | | | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE AIR FORCE

Table 1-14

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | | |
|---|---------------------------|---------------|-------------|---------------|-----------------|--------------|-----------------|--------------|-----------|----------------|---------------------|-----|------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | |
| TOTAL ALL PAY SYSTEMS... | 281,710 | 20,701 | 7.3 | 20,193 | 7.2 | 1,220 | .4 | 2,043 | .7 | 237,553 | 84.3 | | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 158,102 | 7,251 | 4.6 | 6,472 | 4.1 | 494 | .3 | 1,052 | .7 | 142,823 | 90.3 | | |
| GS-1 THRU 4 | 28,474 | 2,912 | 7.7 | 2,636 | 6.9 | 151 | .4 | 255 | .7 | 32,460 | 86.4 | | |
| GS-5 THRU 8 | 48,841 | 2,606 | 5.3 | 2,311 | 4.7 | 144 | .3 | 319 | .7 | 43,461 | 89.0 | | |
| GS-9 THRU 11 | 61,917 | 1,153 | 2.8 | 1,265 | 3.0 | 143 | .3 | 313 | .7 | 39,043 | 93.1 | | |
| GS-12 THRU 13 | 24,151 | 485 | 2.0 | 244 | 1.0 | 50 | .2 | 151 | .6 | 23,221 | 96.1 | | |
| GS-14 THRU 15 | 4,541 | 35 | .8 | 15 | .3 | 6 | .1 | 23 | .5 | 4,452 | 98.3 | | |
| GS-16 THRU 18 | 178 | | | 1 | .6 | | | 1 | .6 | 176 | 98.9 | | |
| TOTAL WAGE SYSTEMS.... | 120,903 | 13,349 | 11.0 | 13,704 | 11.3 | 723 | .6 | 873 | .7 | 92,254 | 76.3 | | |
| JP THRJ \$5,439 | 6,218 | 2,090 | 33.6 | 1,722 | 27.7 | 21 | .3 | 52 | .8 | 2,333 | 37.5 | | |
| \$ 5,500 THRJ \$ 6,999 | 29,246 | 5,769 | 19.7 | 4,708 | 16.1 | 214 | .7 | 152 | .6 | 18,393 | 62.9 | | |
| \$ 7,000 THRJ \$ 1,999 | 37,862 | 3,383 | 8.9 | 5,000 | 13.2 | 298 | .8 | 174 | .5 | 29,007 | 76.6 | | |
| \$ 8,000 THRJ \$ 6,999 | 26,550 | 1,433 | 5.4 | 1,671 | 6.3 | 99 | .4 | 268 | 1.0 | 23,079 | 86.9 | | |
| \$ 9,000 THRJ \$ 9,999 | 11,027 | 442 | 4.0 | 393 | 3.6 | 51 | .5 | 99 | .9 | 10,042 | 91.1 | | |
| \$10,000 THRJ \$13,999 | 9,332 | 222 | 2.4 | 204 | 2.2 | 38 | .4 | 112 | 1.2 | 8,756 | 93.8 | | |
| \$14,000 THRJ \$17,999 | 564 | 9 | 1.6 | 6 | 1.1 | 2 | .4 | 6 | 1.1 | 541 | 95.9 | | |
| \$18,000 AND OVER | 104 | 1 | 1.0 | | | | | | | 103 | 99.0 | | |
| TOTAL OTHER PAY SYSTEMS | 2,705 | 101 | 3.7 | 17 | .6 | 3 | .1 | 108 | .0 | 2,476 | 91.5 | | |
| JP THRJ \$6,499 | 301 | 22 | 7.3 | 1 | .3 | 1 | .3 | 5 | 1.7 | 272 | 90.4 | | |
| \$ 6,500 THRU \$ 9,999 | 2,194 | 19 | 3.6 | 15 | .7 | 2 | .1 | 97 | 4.4 | 2,001 | 91.2 | | |
| \$10,000 THRU \$13,999 | 69 | | | 1 | 1.4 | | | 2 | 2.9 | 66 | 95.7 | | |
| \$14,000 THRU \$17,999 | 6 | | | | | | | | | 6 | 100.0 | | |
| \$18,000 THRU \$25,999 | | | | | | | | | | | | | |
| \$26,000 AND OVER | 135 | | | | | | | | | 4 | 3.0 | 131 | 97.0 |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE AIR FORCE

Table 1-14a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|---------------|-------------|---------------|------------------|--------------|-----------------|--------------|------------|----------------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS..... | 280,515 | 21,480 | 7.0 | 19,209 | 6.8 | 1,115 | .4 | 1,987 | .7 | 236,724 | 84.4 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 156,181 | 7,112 | 4.6 | 5,997 | 3.8 | 428 | .3 | 1,008 | .6 | 141,636 | 90.7 | |
| GS-1 THRU 4 | 47,016 | 3,383 | 7.2 | 2,745 | 5.8 | 165 | .4 | 271 | .6 | 40,452 | 86.0 | |
| GS-5 THRU 8 | 44,459 | 2,344 | 5.3 | 2,027 | 4.6 | 142 | .3 | 302 | .7 | 39,644 | 89.2 | |
| GS-9 THRU 11 | 39,076 | 977 | 2.5 | 1,065 | 2.7 | 89 | .2 | 279 | .7 | 36,686 | 93.9 | |
| GS-12 THRU 13 | 21,338 | 379 | 1.8 | 175 | 1.8 | 28 | .1 | 196 | .6 | 20,620 | 96.6 | |
| GS-13 THRU 15 | 4,113 | 29 | .7 | 4 | .4 | 4 | .1 | 18 | .4 | 4,058 | 98.7 | |
| GS-16 THRU 18 | 179 | 1 | .6 | 1 | .6 | | | 2 | 1.1 | 176 | 98.3 | |
| TOTAL WAGE SYSTEMS..... | 121,943 | 14,110 | 11.6 | 13,152 | 10.8 | 680 | .6 | 892 | .7 | 93,109 | 76.4 | |
| UP THRU \$5,499 | 22,018 | 5,467 | 24.8 | 4,176 | 19.0 | 103 | .5 | 206 | .9 | 12,066 | 54.8 | |
| \$ 5,500 THRU \$ 6,999 | 55,200 | 6,513 | 11.8 | 6,488 | 11.8 | 372 | .7 | 212 | .4 | 41,613 | 75.4 | |
| \$ 7,000 THRU \$ 7,999 | 29,089 | 1,687 | 5.8 | 2,049 | 7.0 | 155 | .5 | 335 | 1.2 | 24,863 | 85.5 | |
| \$ 8,000 THRU \$ 8,999 | 9,921 | 339 | 3.4 | 346 | 3.5 | 39 | .4 | 73 | .7 | 9,124 | 92.0 | |
| \$ 9,000 THRU \$ 9,999 | 3,099 | 68 | 2.2 | 68 | 2.2 | 3 | .1 | 37 | 1.2 | 2,923 | 94.3 | |
| \$10,000 THRU \$13,999 | 2,529 | 33 | 1.3 | 24 | .9 | 7 | .3 | 29 | 1.1 | 2,436 | 96.3 | |
| \$14,000 THRU \$17,999 | 86 | 3 | 3.5 | 1 | 1.2 | 1 | 1.2 | | | 81 | 94.2 | |
| \$18,000 AND OVER | 1 | | | | | | | | | 1 | 100.0 | |
| TOTAL OTHER PAY SYSTEMS | 2,391 | 258 | 10.8 | 60 | 2.5 | 7 | .3 | 87 | 3.6 | 1,979 | 82.6 | |
| UP THRU \$6,499 | 1,620 | 241 | 14.9 | 44 | 2.7 | 6 | .4 | 51 | 3.1 | 1,278 | 78.9 | |
| \$ 6,500 THRU \$ 9,999 | 580 | 17 | 2.9 | 14 | 2.4 | 1 | .2 | 36 | 6.2 | 512 | 88.3 | |
| \$10,000 THRU \$13,999 | 39 | | | 2 | 5.1 | | | | | 37 | 94.9 | |
| \$14,000 THRU \$17,999 | 22 | | | | | | | | | 22 | 100.0 | |
| \$18,000 AND OVER | 130 | | | | | | | | | 130 | 100.0 | |
| ** | | | | | | | | | | | | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF JUSTICE

Table 1-15

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|-------|--------|------|-----------------|------|-----------------|-----|----------|--------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 35,577 | 2,912 | 8.2 | 760 | 2.1 | 46 | .1 | 132 | .4 | 31,727 | 89.2 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 33,323 | 2,762 | 8.3 | 710 | 2.1 | 45 | .1 | 123 | .4 | 29,683 | 89.1 | |
| GS- 1 THRU 4 | 7,303 | 1,523 | 20.9 | 255 | 3.5 | 10 | .1 | 41 | .6 | 5,474 | 75.0 | |
| GS- 5 THRU 8 | 11,141 | 960 | 8.6 | 332 | 3.0 | 17 | .2 | 45 | .4 | 9,787 | 87.8 | |
| GS- 9 THRU 11 | 6,790 | 173 | 2.5 | 82 | 1.2 | 10 | .1 | 29 | .4 | 6,496 | 95.7 | |
| GS-12 THRU 13 | 6,054 | 73 | 1.2 | 35 | .6 | 5 | .1 | 8 | .1 | 5,933 | 98.0 | |
| GS-14 THRU 15 | 1,776 | 30 | 1.7 | 5 | .3 | 2 | .1 | 1 | .1 | 1,739 | 97.9 | |
| GS-16 THRU 18 | 259 | 3 | 1.2 | 1 | .4 | 1 | .4 | 1 | .4 | 254 | 98.1 | |
| TOTAL WAGE SYSTEMS..... | 1,333 | 117 | 8.8 | 46 | 3.5 | 1 | .1 | 6 | .5 | 1,162 | 87.2 | |
| 44 | JP THRJ \$5,499 | 34 | 10 | 29.4 | 5 | 14.7 | | | | 19 | 55.9 | |
| \$ 5,500 THRJ \$ 6,999 | | 98 | 40 | 40.6 | 10 | 10.2 | | | | 47 | 48.0 | |
| \$ 7,000 THRJ \$ 7,999 | | 98 | 29 | 29.6 | 12 | 12.2 | | | | 57 | 58.0 | |
| \$ 8,000 THRJ \$ 8,999 | | 124 | 16 | 12.9 | 9 | 7.3 | | | | 96 | 77.4 | |
| \$ 9,000 THRJ \$ 9,999 | | 280 | 8 | 2.9 | 3 | 1.1 | | | | 268 | 93.7 | |
| \$10,000 THRJ \$13,999 | | 687 | 13 | 1.9 | 7 | 4.0 | | | | 665 | 96.8 | |
| \$14,000 THRJ \$17,999 | | 2 | 1 | 10.0 | | | 1 | .1 | | 2 | 100.0 | |
| \$18,000 AND OVER | | 10 | 1 | | | | | | | 9 | 90.0 | |
| TOTAL OTHER PAY SYSTEMS | 921 | 33 | 3.6 | 4 | .4 | | | | | 881 | 95.7 | |
| JP THRJ \$6,499 | | 45 | 3 | 6.7 | | | | | | 42 | 93.3 | |
| \$ 6,500 THRU \$ 9,999 | | 10 | | | | | | | | 10 | 100.0 | |
| \$10,000 THRU \$13,999 | | 239 | 6 | 2.5 | 1 | .4 | | | | 232 | 97.1 | |
| \$14,000 THRU \$17,999 | | 287 | 12 | 4.2 | 2 | .7 | | | | 271 | 94.4 | |
| \$18,000 THRU \$25,999 | | 257 | 10 | 3.9 | 1 | 1.2 | | | | 247 | 96.1 | |
| \$26,000 AND OVER | | 83 | 2 | 2.4 | | | | | | 79 | 95.2 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF JUSTICE

Table 1-15a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------------|------------|-----|------------------|------------|-----------------|-----------|-----------|-----------|---------------------|-------------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS.. | 33,281 | 2,525 | 7.6 | | 587 | 1.8 | 49 | .1 | 88 | .3 | 30,032 | 90.2 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 31,084 | 2,365 | 7.6 | | 537 | 1.7 | 45 | .1 | 85 | .3 | 28,052 | 90.2 |
| GS- 1 THRU 4 | 7,732 | 1,483 | 19.2 | | 220 | 2.8 | 8 | .1 | 32 | .4 | 5,989 | 77.5 |
| GS- 5 THRU 8 | 10,514 | 702 | 6.7 | | 258 | 2.5 | 18 | .2 | 36 | .3 | 9,500 | 90.4 |
| GS- 9 THRU 11 | 5,887 | 115 | 2.0 | | 43 | .7 | 10 | .2 | 14 | .2 | 5,705 | 96.9 |
| GS-12 THRU 13 | 5,268 | 43 | 1.8 | | 16 | .3 | 8 | .2 | 3 | .1 | 5,198 | 98.7 |
| GS-14 THRU 15 | 1,625 | 15 | 1.1 | | 1 | .1 | | | | | 1,409 | 98.9 |
| GS-16 THRU 18 | 258 | 7 | 2.7 | | | | | | | | 251 | 97.3 |
| TOTAL WAGE SYSTEMS..... | 1,363 | 107 | 7.9 | | 44 | 3.2 | 2 | .1 | 3 | .2 | 1,207 | 88.6 |
| UP THRU \$5,499 | 52 | 20 | 38.5 | | 11 | 21.2 | | | | | 21 | 40.4 |
| \$5,500 THRU \$6,999 | 177 | 60 | 33.9 | | 17 | 9.6 | | | | | 99 | 55.9 |
| \$6,100 THRU \$7,999 | 181 | 15 | 8.3 | | 7 | 3.9 | | | | | 158 | 87.3 |
| \$8,000 THRU \$8,999 | 612 | 9 | 1.5 | | 6 | 1.0 | | | | | 595 | 97.2 |
| \$9,000 THRU \$9,999 | 283 | 1 | .4 | | 2 | .3 | | | | | 279 | 98.6 |
| \$10,000 THRU \$13,999 | 58 | 2 | 3.4 | | 1 | 1.7 | | | | | 55 | 94.8 |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 834 | 53 | 6.4 | | 6 | .7 | 2 | .2 | | | 773 | 92.7 |
| UP THRU \$6,499 | 1 | | | | | | | | | | | |
| \$6,500 THRU \$9,999 | 137 | 11 | 8.0 | | 1 | .7 | 1 | .7 | | | 1 | 100.0 |
| \$10,000 THRU \$13,999 | 319 | 19 | 6.0 | | 3 | .9 | | | | | 124 | 90.5 |
| \$14,000 THRU \$17,999 | 227 | 19 | 8.4 | | 1 | .4 | | | | | 297 | 93.1 |
| \$18,000 AND OVER | 150 | 4 | 2.7 | | 1 | .7 | 1 | .7 | | | 207 | 91.2 |
| ** | | | | | | | | | | | 144 | 96.0 |

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|---------|--------|--------|------------------|-------|-----------------|-------|----------|---------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS.. | 702,742 | 136,775 | 19.5 | 17,506 | 2.5 | 1,185 | .2 | 3,962 | .6 | 543,314 | 77.3 | |
| TOTAL GENERAL SCHEDULE DR SIMILAR..... | 2,379 | 422 | 17.7 | 12 | 1.5 | 3 | .1 | 15 | .6 | 1,927 | 81.0 | |
| GS- 1 THRU 4 | 192 | 107 | 55.7 | 4 | 16 | 1 | 2 | 1,0 | 1.0 | 83 | 43.2 | |
| GS- 5 THRU 8 | 646 | 209 | 32.4 | 1 | 2 | 1 | 2 | 1,2 | 4.31 | 66.7 | | |
| GS- 9 THRU 11 | 416 | 31 | 12.3 | 1 | 2 | 1 | 2 | 1,5 | 3.62 | 87.0 | | |
| GS-12 THRU 13 | 552 | 35 | 6.3 | 5 | 9 | 2 | 4 | 7 | 1.3 | 505 | 91.5 | |
| GS-14 THRU 15 | 501 | 19 | 3.8 | 2 | 4 | 2 | 4 | 2 | .4 | 476 | 95.0 | |
| GS-16 THRU 18 | 72 | 1 | 1.4 | | | | | 1 | 1.4 | 70 | 97.2 | |
| TOTAL WAGE SYSTEMS..... | 44 | 30 | 68.2 | | | | | | | 14 | 31.8 | |
| JP THRJ \$5,499 | | 2 | 100.0 | | | | | | | | | |
| \$ 5,500 THRU \$ 6,999 | | 7 | 100.0 | | | | | | | | | |
| \$ 7,000 THRU \$ 7,999 | | 11 | 72.7 | | | | | | | 3 | 27.3 | |
| \$ 8,000 THRU \$ 8,999 | | 10 | 70.0 | | | | | | | 3 | 30.0 | |
| \$ 9,000 THRU \$ 9,999 | | 6 | 46.7 | | | | | | | 2 | 33.3 | |
| \$10,000 THRU \$13,999 | | 8 | 25.0 | | | | | | | 6 | 75.0 | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL POSTAL FIELD SERVICE ^{a/} | 700,304 | 136,322 | 19.6 | 17,494 | 2.5 | 1,182 | .2 | 3,947 | .6 | 541,359 | 77.3 | |
| PF\$- 1 THRJ 5* | 595,654 | 124,173 | 20.8 | 15,847 | 2.7 | 992 | .2 | 3,312 | .6 | 451,330 | 75.6 | |
| PF\$- 6 THRJ 9 | 84,311 | 11,343 | 13.5 | 1,485 | 1.8 | 165 | .2 | 575 | .7 | 70,743 | 83.9 | |
| PF\$-10 THRJ 12 | 15,359 | 623 | 4.1 | 127 | 1.8 | 22 | .1 | 44 | .3 | 14,543 | 94.7 | |
| PF\$-13 THRJ 16 | 4,509 | 170 | 3.8 | 33 | .7 | 3 | .1 | 15 | .3 | 4,288 | 95.1 | |
| PF\$-17 THRJ 19 | 432 | 11 | 2.5 | 2 | .5 | | | 1 | .2 | 418 | 96.8 | |
| PF\$-20 THRJ 21 | 39 | 2 | 5.1 | | | | | | | 37 | 94.9 | |
| TOTAL OTHER PAY SYSTEMS | 15 | 1 | 6.7 | | | | | | | 14 | 93.3 | |
| JP THRJ \$6,499 | | | | | | | | | | | | |
| \$ 6,500 THRU \$ 9,999 | | | | | | | | | | | | |
| \$10,000 THRU \$13,999 | | | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | 2 | | | | | | | | | | |
| \$18,000 AND OVER | | 13 | 1 | 1 | 1 | | | | | | | |

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL LEADERS

a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPINGS FOR 1967 WERE PFS 1-4, 5-8, 9-11, ETC.

1969 MINORITY GROUP STUDY
POST OFFICE DEPARTMENT

Table 1-16a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL | | FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------|---------|---------------------|--------|--------|-------|------------------|-------|-----------------|---------|----------|-------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS ^a | 700,533 | 132,355 | 18.9 | 14,785 | 2.1 | 1,057 | .2 | 3,766 | .5 | 548,570 | 78.3 | | | |
| TOTAL GENERAL SCHEDULE OR SIMILAR | 2,127 | 316 | 14.9 | 9 | .4 | | | | 7 | .3 | 1,795 | 84.4 | | |
| GS- 1 THRU 4 | 207 | 97 | 46.9 | 2 | 1.0 | | | | 1 | .5 | 107 | 51.7 | | |
| GS- 5 THRU 8 | 627 | 156 | 24.9 | 3 | .5 | | | | 1 | .2 | 467 | 74.5 | | |
| GS- 9 THRU 11 | 357 | 31 | 8.7 | 1 | .3 | | | | 2 | .6 | 323 | 90.5 | | |
| GS-12 THRU 13 | 417 | 19 | 4.6 | | | | | | 3 | .7 | 395 | 94.7 | | |
| GS-14 THRU 15 | 435 | 12 | 2.8 | 3 | .7 | | | | | | 420 | 96.6 | | |
| GS-16 THRU 18 | 84 | 1 | 1.2 | | | | | | | | 83 | 98.8 | | |
| TOTAL WAGE SYSTEMS ^a | 44 | 28 | 63.6 | | | | | | 1 | 2.3 | 15 | 34.1 | | |
| UP THRU \$5,499 | 2 | 2 | 100.0 | | | | | | | | | | | |
| \$ 5,500 THRU \$ 6,999 | 22 | 19 | 86.4 | | | | | | | | | | | |
| \$ 7,000 THRU \$ 7,999 | 8 | 4 | 50.0 | | | | | | | | 3 | 13.6 | | |
| \$ 8,000 THRU \$ 8,999 | 9 | 3 | 33.3 | | | | | | | | 4 | 50.0 | | |
| \$ 9,000 THRU \$ 9,999 | 1 | | | | | | | | 1 | 11.1 | 5 | 55.6 | | |
| \$10,000 THRU \$13,999 | 2 | | | | | | | | | | 1 | 100.0 | | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | 2 | 100.0 | | |
| \$18,000 AND OVER | | | | | | | | | | | | | | |
| TOTAL POSTAL FIELD SERVICE ^{a/b} | 698,346 | 132,011 | 18.9 | 14,776 | 2.1 | 1,057 | .2 | 3,758 | .5 | 546,744 | 78.3 | | | |
| PF\$ 1 THRU 4* | 601,160 | 123,632 | 20.6 | 13,626 | 2.3 | 917 | .2 | | | | | | | |
| PF\$ 5 THRU 6 | 77,746 | 7,805 | 10.0 | 1,034 | 1.3 | 124 | .2 | 3,337 | .6 | 459,648 | 76.5 | | | |
| PF\$ 9 THRU 11 | 14,985 | 467 | 3.1 | 87 | .6 | 13 | .1 | 374 | .5 | 68,409 | 88.0 | | | |
| PF\$ 12 THRU 15 | 4,050 | 97 | 2.4 | 27 | .7 | 3 | .1 | 39 | .3 | 14,379 | 96.0 | | | |
| PF\$ 16 THRU 18 | 369 | 7 | 1.9 | 2 | .5 | | | 7 | .2 | 3,916 | 96.0 | | | |
| PF\$ 19 THRU 20 | 36 | 3 | 8.3 | | | | | 1 | .3 | 359 | 97.3 | | | |
| TOTAL OTHER PAY SYSTEMS | 16 | | | | | | | | | | 33 | 91.7 | | |
| UP THRU \$6,499 | | | | | | | | | | | 16 | 100.0 | | |
| \$ 6,500 THRU \$ 9,999 | | | | | | | | | | | | | | |
| \$10,000 THRU \$13,999 | | | | | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | | | |
| ** | | | | | | | | | | | | | | |

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

^a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPS FOR 1969 ARE PFS 1-5, 6-9, 10-12, ETC.

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE INTERIOR

Table 1-17

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | | SPANISH SURNAMED | | | AMERICAN INDIAN | | | ORIENTAL | | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------------|------------|------------------|------------|--------------|-----------------|------------|-----------|---------------|-------------|--------|---------------------|--|
| | NUMBER | NUMBER | PCT | NUMBER | NUMBER | PCT | NUMBER | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | |
| TOTAL ALL PAY SYSTEMS... | 63,173 | 3,222 | 5.1 | 1,275 | 2.0 | 8,553 | 13.5 | 462 | .7 | 49,061 | 78.6 | | | |
| TOTAL GENERAL SCHEDULE DR SIMILAR..... | 50,257 | 2,025 | 4.0 | 856 | 1.7 | 5,935 | 11.8 | 427 | .8 | 41,014 | 81.6 | | | |
| GS- 1 THRU 6 | 8,879 | 624 | 7.0 | 303 | 3.4 | 3,803 | 37.0 | 48 | 1.5 | 6,822 | 52.1 | | | |
| GS- 5 THRU 8 | 13,340 | 796 | 6.0 | 296 | 2.2 | 1,515 | 11.4 | 120 | 1.0 | 10,613 | 79.6 | | | |
| GS- 9 THRU 11 | 14,964 | 507 | 3.6 | 185 | 1.2 | 914 | 5.6 | 144 | 1.0 | 13,296 | 88.8 | | | |
| GS-12 THRU 13 | 9,757 | 77 | 1.0 | 61 | .6 | 216 | 2.6 | 93 | 1.0 | 7,292 | 95.2 | | | |
| GS-14 THRU 15 | 3,124 | 20 | .6 | 10 | .3 | 66 | 2.1 | 21 | .7 | 3,007 | 96.3 | | | |
| GS-16 THRU 18 | 193 | 1 | .5 | 1 | .1 | 4 | 2.1 | 1 | .1 | 186 | 96.4 | | | |
| TOTAL WAGE SYSTEMS.... | 12,219 | 1,130 | 9.2 | 411 | 3.6 | 2,614 | 21.4 | 34 | .3 | 8,030 | 65.7 | | | |
| JP THRJ \$5,499 | 717 | 124 | 17.3 | 81 | 11.3 | 293 | 40.9 | 1 | .1 | 218 | 30.4 | | | |
| \$ 5,500 THRU \$ 6,999 | 3,120 | 549 | 17.6 | 120 | 3.8 | 1,092 | 35.0 | | | 1,359 | 43.6 | | | |
| \$ 7,000 THRU \$ 7,999 | 2,345 | 245 | 10.4 | 96 | 4.1 | 554 | 23.6 | 7 | .3 | 1,443 | 61.5 | | | |
| \$ 8,000 THRU \$ 8,999 | 1,965 | 110 | 5.6 | 50 | 2.5 | 384 | 19.5 | | | 1,415 | 72.0 | | | |
| \$ 9,000 THRU \$ 9,999 | 1,307 | 51 | 3.9 | 26 | 2.0 | 86 | 6.6 | | | 1,135 | 86.8 | | | |
| \$10,000 THRU \$13,999 | 2,581 | 51 | 2.0 | 33 | 1.3 | 163 | 6.3 | 11 | .4 | 2,323 | 90.0 | | | |
| \$14,000 THRU \$17,999 | 176 | 5 | .5 | 5 | .2 | 42 | 23.9 | | | 129 | 73.3 | | | |
| \$18,000 AND OVER | 8 | | | | | | | | | 8 | 100.0 | | | |
| TOTAL OTHER PAY SYSTEMS | 697 | 67 | 9.6 | 8 | 1.1 | 4 | .6 | 1 | .1 | 617 | 88.5 | | | |
| JP THRJ \$6,499 | 138 | | | | | | | | | 133 | 96.4 | | | |
| \$ 6,500 THRU \$ 9,999 | 267 | 48 | 18.0 | 3 | 2.2 | 2 | 1.4 | | | 216 | 80.9 | | | |
| \$10,000 THRU \$13,999 | 118 | 13 | 11.0 | 1 | .8 | | | | | 104 | 88.1 | | | |
| \$14,000 THRU \$17,999 | 81 | 4 | 4.9 | 1 | 1.2 | | | | | 75 | 92.6 | | | |
| \$18,000 THRU \$25,999 | 58 | 1 | 1.7 | | | | | | | 56 | 96.6 | | | |
| \$26,000 AND OVER | 35 | 1 | 2.9 | | | | | | | 33 | 94.3 | | | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

Table 1-17a

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------------|--------------|------------|--------------|--------------------|--------------|--------------------|------------|-----------|---------------|------------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS** | 66,531 | 3,271 | 4.9 | 1,245 | 1.9 | 8,317 | 12.5 | 463 | .7 | 53,235 | 80.0 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 52,492 | 2,108 | 4.0 | 833 | 1.6 | 5,648 | 10.8 | 427 | .8 | 43,476 | 82.8 | |
| GS-1 THRU 4 | 10,597 | 790 | 7.5 | 329 | 3.1 | 3,268 | 30.8 | 60 | .6 | 6,150 | 58.0 | |
| GS-5 THRU 8 | 14,959 | 822 | 5.5 | 288 | 1.9 | 1,604 | 9.4 | 124 | .8 | 12,321 | 82.4 | |
| GS-9 THRU 11 | 14,880 | 418 | 2.8 | 160 | 1.1 | 706 | 4.7 | 147 | 1.0 | 13,449 | 90.4 | |
| GS-12 THRU 13 | 9,188 | 61 | .7 | 47 | .5 | 212 | 2.3 | 79 | .9 | 8,789 | 95.7 | |
| GS-14 THRU 15 | 2,669 | 12 | .4 | 8 | .3 | 55 | 2.1 | 17 | .6 | 2,577 | 96.6 | |
| GS-16 THRU 18 | 199 | 5 | .5 | 1 | .5 | 3 | 1.5 | | | 190 | 95.5 | |
| TOTAL WAGE SYSTEMS..... | 13,348 | 1,119 | 8.4 | 404 | 3.0 | 2,666 | 20.0 | 94 | .3 | 9,125 | 68.4 | |
| UP THRU \$5,499 | 2,853 | 258 | 9.0 | 161 | 5.6 | 1,223 | 42.9 | 5 | .2 | 1,206 | 42.3 | |
| \$5,500 THRU \$6,999 | 4,704 | 658 | 14.0 | 152 | 3.2 | 1,087 | 23.1 | 5 | .1 | 2,802 | 59.6 | |
| \$5,7000 THRU \$7,999 | 2,117 | 132 | 6.2 | 48 | 2.3 | 239 | 11.3 | 8 | .4 | 1,690 | 79.8 | |
| \$5,8,000 THRU \$8,999 | 1,678 | 39 | 2.6 | 21 | 1.4 | 46 | 3.1 | 4 | .3 | 1,368 | 92.6 | |
| \$5,9,000 THRU \$9,999 | 1,182 | 27 | 2.3 | 10 | .8 | 39 | 3.3 | 3 | .3 | 1,097 | 92.8 | |
| \$10,000 THRU \$13,999 | 943 | 5 | .5 | 11 | 1.2 | 30 | 3.0 | 2 | .2 | 894 | 94.8 | |
| \$14,000 THRU \$17,999 | 63 | | | 1 | .1 | 1 | 1.0 | | | 61 | 94.2 | |
| \$18,000 AND OVER | 8 | | | 1 | .1 | 2 | 2.2 | | | 6 | 10.1 | |
| TOTAL OTHER PAY SYSTEMS | 691 | 44 | 6.4 | 8 | .1 | 3 | .4 | | .3 | 634 | 91.8 | |
| UP THRU \$6,499 | 174 | 1 | .6 | 6 | 3.4 | 2 | 1.1 | | | 165 | 94.8 | |
| \$6,500 THRU \$9,999 | 270 | 36 | 13.6 | | | | | | | 234 | 86.7 | |
| \$10,000 THRU \$13,999 | 134 | 6 | 4.5 | 1 | .7 | | | 1 | .7 | 126 | 94.0 | |
| \$14,000 THRU \$17,999 | 58 | 1 | 1.7 | 1 | 1.7 | | | 1 | 1.7 | 55 | 94.8 | |
| \$18,000 AND OVER | 55 | | | | | | | | | 54 | 98.2 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF AGRICULTURE

Table 1-18

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------------|-------|--------|-------|--------------------|-----|--------------------|-----|----------|--------|------------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 85,698 | 4,989 | 5.8 | 1,452 | 1.7 | 300 | 1.4 | 437 | 1.5 | 78,520 | 91.6 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 79,041 | 4,070 | 5.1 | 1,005 | 1.3 | 247 | .3 | 425 | .5 | 73,296 | 92.7 | |
| GS- 1 THRU 4 | 13,694 | 1,500 | 11.0 | 328 | 2.6 | 88 | 6 | 34 | 12 | 11,744 | 85.8 | |
| GS- 5 THRU 6 | 26,127 | 1,762 | 6.7 | 423 | 1.6 | 85 | 3 | 102 | 14 | 23,755 | 90.9 | |
| GS- 9 THRU 11 | 23,868 | 635 | 2.7 | 208 | .9 | 60 | 13 | 169 | 17 | 22,796 | 95.5 | |
| GS-12 THRU 13 | 12,056 | 148 | 1.2 | 42 | .3 | 14 | 1 | 108 | 9 | 11,744 | 97.4 | |
| GS-14 THRU 15 | 3,079 | 22 | .7 | 4 | .1 | 4 | 12 | 14 | 14 | 3,041 | 98.8 | |
| GS-16 THRU 18 | 217 | 3 | 1.4 | | | | | | | 214 | 98.6 | |
| TOTAL WAGE SYSTEMS..... | 5,043 | 884 | 17.5 | 414 | 8.2 | 45 | .9 | 8 | .2 | 3,692 | 73.2 | |
| UP THRJ \$5,499 | 776 | 216 | 27.8 | 233 | 30.0 | 3 | 4 | | | 326 | 41.8 | |
| \$ 5,500 THRJ \$ 6,999 | 2,009 | 488 | 44.3 | 114 | 5.7 | 18 | 19 | 4 | 12 | 1,385 | 68.9 | |
| \$ 7,000 THRJ \$ 7,999 | 921 | 118 | 12.8 | 46 | 5.0 | 10 | 11 | 2 | 12 | 745 | 80.9 | |
| \$ 8,000 THRJ \$ 9,999 | 792 | 42 | 5.3 | 15 | 1.9 | 9 | 1.1 | 1 | 1 | 725 | 91.5 | |
| \$ 9,000 THRJ \$ 29,999 | 318 | 16 | 5.0 | 6 | 1.9 | 1 | 1.3 | 1 | 1 | 294 | 92.5 | |
| \$10,000 THRJ \$13,999 | 226 | 4 | 1.8 | | | 4 | 1.8 | | | 218 | 96.5 | |
| \$14,000 THRJ \$17,999 | 1 | | | | | | | | | 1 | 100.0 | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 1,614 | 35 | 2.2 | 33 | 2.0 | 8 | .5 | 4 | .2 | 1,534 | 95.0 | |
| UP THRJ \$6,499 | 179 | 18 | 10.1 | 24 | 13.4 | | | 1 | 6 | 136 | 76.0 | |
| \$ 6,500 THRJ \$ 9,999 | 742 | 14 | 1.9 | 4 | 1.5 | 7 | 1.9 | 3 | 4 | 714 | 96.2 | |
| \$10,000 THRJ \$13,999 | 353 | 1 | .3 | 3 | .8 | 1 | .3 | | | 348 | 98.6 | |
| \$14,000 THRJ \$17,999 | 162 | 2 | .2 | 1 | .6 | | | | | 159 | 98.1 | |
| \$18,000 THRJ \$25,999 | 121 | | | 1 | | | | | | 120 | 99.2 | |
| \$26,000 AND OVER | 57 | | | | | | | | | 57 | 100.0 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF AGRICULTURE

Table 1-18a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|----------------------------------|--------------|-------------|-----------------|------------|-----------------|------------|------------|-----------|---------------------|-------------|
| | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 90,504 | 5,214 | 5.8 | 1,491 | 1.6 | 358 | .4 | 395 | .4 | 83,046 | 91.8 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 82,173 | 4,265 | 5.2 | 993 | 1.2 | 281 | .3 | 384 | .5 | 76,250 | 92.8 |
| GS- 1 THRU 4 | 17,151 | 2,013 | 11.7 | 407 | 2.4 | 138 | .8 | 54 | .3 | 14,539 | 84.8 |
| GS- 5 THRU 8 | 27,444 | 1,671 | 6.1 | 610 | 1.5 | 97 | .4 | 101 | .4 | 25,165 | 91.7 |
| GS- 9 THRU 11 | 23,278 | 449 | 1.9 | 142 | .6 | 41 | .2 | 123 | .5 | 22,523 | 96.8 |
| GS-12 THRU 13 | 11,278 | 116 | 1.0 | 32 | .3 | 4 | .1 | 100 | .9 | 11,026 | 97.8 |
| GS-14 THRU 15 | 2,815 | 14 | .5 | 2 | .1 | 1 | .1 | 6 | .2 | 2,792 | 99.2 |
| GS-16 THRU 18 | 207 | 2 | 1.0 | | | | | | | 205 | 99.0 |
| TOTAL WAGE SYSTEMS... | 6,579 | 906 | 13.8 | 483 | 7.3 | 73 | 1.1 | 9 | .1 | 5,108 | 77.6 |
| UP THRU \$5,499 | 2,826 | 411 | 14.5 | 376 | 13.3 | 31 | 1.1 | 3 | .1 | 2,005 | 70.9 |
| \$ 5,500 THRU \$ 6,999 | 2,321 | 426 | 18.4 | 63 | 3.6 | 35 | 1.5 | 3 | .1 | 1,774 | 76.4 |
| \$ 7,000 THRU \$ 7,999 | 1,041 | 58 | 5.6 | 22 | 2.1 | 3 | .3 | 2 | .2 | 956 | 91.8 |
| \$ 8,000 THRU \$ 8,999 | 266 | 7 | 2.6 | 2 | .8 | 2 | .8 | 1 | .4 | 254 | 95.5 |
| \$ 9,000 THRU \$ 9,999 | 100 | 4 | 4.0 | | | 2 | 2.0 | | | 96 | 96.0 |
| \$10,000 THRU \$13,999 | 25 | | | | | | | | | 25 | 100.0 |
| \$14,000 THRU \$17,999 | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 1,752 | 43 | 2.5 | 15 | .9 | 4 | .2 | 2 | .1 | 1,688 | 96.3 |
| UP THRU \$6,499 | 648 | 35 | 5.4 | 8 | 1.2 | 2 | .3 | 2 | .3 | 603 | 93.1 |
| \$ 6,500 THRU \$ 9,999 | 622 | 7 | 1.1 | 6 | 1.0 | 2 | .3 | | | 605 | 97.3 |
| \$10,000 THRU \$13,999 | 299 | 1 | .3 | 1 | .3 | | | | | 297 | 99.3 |
| \$14,000 THRU \$17,999 | 103 | | | | | | | | | 103 | 100.0 |
| \$18,000 AND OVER | 80 | | | | | | | | | 80 | 100.0 |
| ** | | | | | | | | | | | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

Table 1-19

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEURO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------------|-------------|------------|------------------|-----------|-----------------|------------|------------|---------------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 27,002 | 4,384 | 16.2 | 197 | .7 | 42 | .2 | 272 | 1.0 | 22,117 | 81.9 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 24,065 | 3,541 | 14.7 | 160 | .7 | 28 | .1 | 185 | .8 | 20,134 | 83.7 | |
| GS- 1 THRU 4 | 3,998 | 1,515 | 37.9 | 31 | .8 | 3 | .1 | 17 | .4 | 2,432 | 60.5 | |
| GS- 5 THRU 8 | 6,166 | 1,347 | 21.9 | 38 | .6 | 6 | .1 | 41 | .7 | 6,712 | 74.7 | |
| GS- 9 THRU 11 | 5,870 | 388 | 6.6 | 56 | 1.0 | 10 | .2 | 67 | .8 | 5,369 | 91.5 | |
| GS-12 THRU 13 | 4,849 | 224 | 4.6 | 30 | .6 | 6 | .1 | 52 | 1.1 | 4,537 | 93.6 | |
| GS-14 THRU 15 | 2,860 | 66 | 2.3 | 5 | .2 | 1 | | 25 | .9 | 2,763 | 96.6 | |
| GS-16 THRU 18 | 322 | 1 | .3 | | | | | 3 | .9 | 318 | 98.8 | |
| TOTAL WAGE SYSTEMS.... | 2,449 | 832 | 34.0 | 26 | 1.1 | 13 | .5 | 80 | 3.3 | 1,498 | 61.2 | |
| JP THRJ \$5,499 | 335 | 130 | 38.8 | 4 | .2 | | | 39 | 11.6 | 162 | 48.4 | |
| \$ 5,500 THRU \$ 6,999 | 744 | 385 | 51.7 | 9 | .2 | | | 14 | 1.9 | 333 | 44.8 | |
| \$ 7,000 THRU \$ 7,999 | 425 | 138 | 32.5 | 6 | .4 | | | 5 | 1.2 | 259 | 60.9 | |
| \$ 8,000 THRU \$ 8,999 | 428 | 113 | 26.4 | 3 | .7 | | | 4 | .9 | 303 | 70.8 | |
| \$ 9,000 THRU \$ 9,999 | 226 | 43 | 19.0 | 2 | .9 | | | 1 | 1.3 | 177 | 78.3 | |
| \$10,000 THRU \$13,999 | 266 | 22 | 8.3 | 1 | .4 | | | 2 | .8 | 261 | 90.6 | |
| \$14,000 THRU \$17,999 | 15 | 1 | 10.0 | 1 | 10.0 | | | | | 15 | 100.0 | |
| \$18,000 AND OVER | 10 | | | | | | | | | 8 | 80.0 | |
| TOTAL OTHER PAY SYSTEMS | 508 | 11 | 2.2 | 1 | .2 | 1 | .2 | 7 | 1.4 | 488 | 96.1 | |
| JP THRJ \$6,499 | 134 | 6 | 4.5 | | | | | 2 | 1.5 | 126 | 96.0 | |
| \$ 6,500 THRU \$ 9,999 | 82 | | | | | | | 4 | 4.9 | 78 | 95.1 | |
| \$10,000 THRU \$13,999 | 81 | 1 | 1.2 | | | | | 1 | 1.2 | 79 | 97.5 | |
| \$14,000 THRU \$17,999 | 47 | 1 | 2.1 | | | | | | | 46 | 97.9 | |
| \$18,000 THRU \$25,999 | 92 | 2 | 2.2 | | | | | 1 | 1.1 | 88 | 95.7 | |
| \$26,000 AND OVER | 72 | 1 | .4 | | | | | | | 71 | 98.6 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF COMMERCE

Table 1-19a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NECKN | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------------|-------------|------------|-----------------|-----------|-----------------|------------|------------|---------------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS...* | 27,135 | 4,307 | 15.9 | 148 | .5 | 41 | .2 | 214 | .8 | 22,425 | 82.6 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 24,046 | 3,505 | 14.6 | 124 | .5 | 32 | .1 | 136 | .6 | 20,249 | 84.2 | |
| GS-1 THRU 4 | 4,745 | 1,781 | 37.5 | 14 | .3 | 9 | .2 | 13 | .3 | 2,928 | 61.7 | |
| GS-5 THRU 8 | 6,412 | 1,180 | 18.4 | 41 | .6 | 10 | .2 | 28 | .4 | 5,153 | 80.4 | |
| GS-9 THRU 11 | 5,702 | 330 | 5.8 | 37 | .6 | 7 | .1 | 40 | .7 | 5,288 | 92.7 | |
| GS-12 THRU 13 | 4,504 | 166 | 3.7 | 26 | .6 | 6 | .1 | 38 | .8 | 4,266 | 94.8 | |
| GS-14 THRU 15 | 2,393 | 47 | 2.0 | 5 | .2 | | | 16 | .7 | 2,325 | 97.2 | |
| GS-16 THRU 1A | 290 | 1 | .3 | 1 | .3 | | | 1 | .3 | 287 | 99.0 | |
| TOTAL WAGE SYSTEMS...** | 2,018 | 741 | 36.7 | 18 | .9 | 7 | .3 | 8 | .4 | 1,244 | 61.6 | |
| UP THRU \$5,499 | 275 | 180 | 65.5 | 2 | .7 | | | 1 | .4 | 90 | 32.7 | |
| \$5,500 THRU \$6,999 | 904 | 437 | 48.3 | 10 | 1.1 | 3 | .3 | 5 | .6 | 449 | 49.7 | |
| \$7,000 THRU \$7,999 | 372 | 81 | 21.8 | 4 | 1.1 | 1 | .3 | 1 | .3 | 285 | 76.6 | |
| \$8,000 THRU \$8,999 | 283 | 37 | 13.1 | 1 | .4 | 1 | .4 | 1 | .4 | 244 | 86.2 | |
| \$9,000 THRU \$9,999 | 191 | 4 | 4.0 | 1 | 1.0 | | | 1 | 1.0 | 95 | 94.1 | |
| \$10,000 THRU \$13,999 | 83 | 2 | 2.4 | | | | | | | 81 | 97.6 | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 1,071 | 61 | 5.7 | 6 | .6 | 2 | .2 | 70 | 6.5 | 932 | 87.0 | |
| UP THRU \$6,499 | 486 | 53 | 10.9 | 4 | .8 | | | 51 | 10.5 | 378 | 77.8 | |
| \$6,500 THRU \$9,999 | 326 | 6 | 1.8 | 1 | .3 | 2 | .6 | 19 | 5.8 | 298 | 91.4 | |
| \$10,000 THRU \$13,999 | 90 | 2 | 2.2 | | | | | | | 88 | 97.6 | |
| \$14,000 THRU \$17,999 | 65 | | | 1 | 1.5 | | | | | 64 | 98.5 | |
| \$18,000 AND OVER | 104 | | | | | | | | | 104 | 100.0 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF LABOR

Table 1-20

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO NUMBER PCT | SPANISH SURNAMED NUMBER PCT | AMERICAN INDIAN NUMBER PCT | ORIENTAL NUMBER PCT | ALL OTHER EMPLOYEES NUMBER PCT | |
|--|----------------------------------|------------------|-----------------------------|----------------------------|---------------------|--------------------------------|-------|
| | | | | | | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 10,082 | 2,673 26.5 | 166 1.6 | 29 .3 | 69 .5 | 7,168 | 71.1 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 9,958 | 2,583 25.9 | 166 1.7 | 29 .3 | 69 .5 | 7,131 | 71.6 |
| GS- 1 THRU 4 | 1,420 | 834 58.7 | 25 1.8 | 8 .6 | 1 1.6 | 565 | 38.4 |
| GS- 5 THRU 8 | 2,689 | 1,048 39.0 | 34 1.4 | 7 .3 | 2 1.8 | 1,579 | 58.7 |
| GS- 9 THRU 11 | 1,527 | 313 20.5 | 44 2.9 | 3 .2 | 7 .7 | 1,160 | 76.0 |
| GS-12 THRU 13 | 2,890 | 286 9.9 | 45 1.6 | 8 .3 | 12 1.4 | 2,539 | 87.9 |
| GS-14 THRU 15 | 1,332 | 94 7.1 | 17 1.3 | 3 .2 | 1 1.1 | 1,217 | 91.4 |
| GS-16 THRU 18 | 100 | 8 6.0 | 1 1.0 | | | 91 | 91.0 |
| TOTAL WAGE SYSTEMS..... | 103 | 89 86.4 | | | | 14 | 13.6 |
| UP THRU \$5,499 | 4 | 3 75.0 | | | | 1 | 35.0 |
| \$ 5,500 THRU \$ 6,999 | 43 | 36 83.7 | | | | 7 | 16.3 |
| \$ 7,000 THRU \$ 7,999 | 29 | 27 93.1 | | | | 2 | 6.9 |
| \$ 8,000 THRU \$ 8,999 | 12 | 11 91.7 | | | | 1 | 8.3 |
| \$ 9,000 THRU \$ 9,999 | 9 | 8 88.9 | | | | 1 | 11.1 |
| \$10,000 THRU \$13,999 | 6 | 4 66.7 | | | | 2 | 33.3 |
| \$14,000 THRU \$17,999 | | | | | | | |
| \$18,000 AND OVER | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 21 | 1 4.8 | | | | 20 | 95.2 |
| UP THRU \$6,499 | 6 | 1 16.7 | | | | 5 | 83.3 |
| \$ 6,500 THRU \$ 9,999 | 1 | | | | | 1 | 100.0 |
| \$10,000 THRU \$13,999 | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | 8 | 100.0 |
| \$18,000 THRU \$25,999 | 8 | | | | | 6 | 100.0 |
| \$26,000 AND OVER | 6 | | | | | | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF LABOR

Table 1-20a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES NUMBER | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|----------------------------------|--------------|-------------|------------------|------------|-----------------|-----------|-----------|-----------|---------------------|-------------|
| | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS*** | 9,511 | 2,283 | 24.0 | 99 | 1.0 | 8 | .1 | 42 | .4 | 7,079 | 74.4 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 9,355 | 2,182 | 23.3 | 97 | 1.0 | 8 | .1 | 42 | .4 | 7,026 | 75.1 |
| GS-1 THRU 4 | 1,586 | 842 | 49.9 | 17 | 1.0 | 3 | .2 | 9 | .5 | 815 | 48.3 |
| GS-5 THRU 8 | 2,592 | 845 | 32.6 | 22 | .8 | 3 | .1 | 17 | .7 | 1,705 | 65.8 |
| GS-9 THRU 11 | 1,814 | 273 | 15.0 | 33 | 1.6 | 1 | .1 | 6 | .3 | 1,501 | 82.7 |
| GS-12 THRU 13 | 2,269 | 157 | 6.9 | 22 | 1.0 | 1 | .1 | 10 | .4 | 2,079 | 91.6 |
| GS-14 THRU 15 | 901 | 60 | 6.7 | 3 | .3 | | | | | 838 | 93.0 |
| GS-16 THRU 18 | 93 | 5 | 5.4 | | | | | | | 88 | 94.6 |
| TOTAL WAGE SYSTEMS*** | 103 | 85 | 82.5 | 1 | 1.0 | | | | | 17 | 16.8 |
| UP THRU \$5,499 | 28 | 20 | 71.4 | 1 | 3.6 | | | | | 7 | 25.0 |
| \$ 5,500 THRU \$ 6,999 | 51 | 46 | 90.2 | | | | | | | 5 | 9.8 |
| \$ 7,000 THRU \$ 7,999 | 12 | 11 | 91.7 | | | | | | | 1 | 8.3 |
| \$ 8,000 THRU \$ 8,999 | 1 | 6 | 75.0 | | | | | | | 2 | 25.0 |
| \$ 9,000 THRU \$ 9,999 | 2 | 1 | 50.0 | | | | | | | 1 | 50.0 |
| \$ 10,000 THRU \$13,999 | 1 | 1 | 50.0 | | | | | | | 1 | 50.0 |
| \$14,000 THRU \$17,999 | 1 | 1 | 50.0 | | | | | | | 1 | 50.0 |
| \$18,000 AND OVER | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 53 | 16 | 30.2 | 1 | 1.9 | | | | | 36 | 67.9 |
| UP THRU \$6,499 | 20 | 13 | 65.0 | | | | | | | 7 | 35.0 |
| \$ 6,500 THRU \$ 9,999 | 4 | 2 | 50.0 | | | | | | | 2 | 50.0 |
| \$10,000 THRU \$13,999 | 1 | 1 | 50.0 | | | | | | | 1 | 100.0 |
| \$14,000 THRU \$17,999 | 10 | 1 | 5.6 | | | | | | | 9 | 90.0 |
| \$18,000 AND OVER | 18 | | | | | | | | | 17 | 94.4 |

1969 MINORITY GROUP STUDY
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

Table 1-21

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRIO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|--------|--------|-------|-----------------|-------|-----------------|-----|----------|--------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 102,250 | 21,402 | 20.9 | 1,201 | 1.2 | 2,238 | 2.2 | 677 | .7 | 76,732 | 75.0 | |
| TOTAL GENERAL SCHEDULE JR SIMILAR..... | 89,800 | 18,428 | 20.5 | 1,119 | 1.2 | 1,591 | 1.8 | 581 | .6 | 68,081 | 75.8 | |
| GS-1 THRU 6 | 23,844 | 9,015 | 37.8 | 409 | 4.1 | 1,025 | 4.3 | 97 | 1.4 | 13,298 | 55.8 | |
| GS-5 THRU B | 30,245 | 6,683 | 22.1 | 394 | 1.3 | 425 | 1.6 | 209 | 1.7 | 22,534 | 74.5 | |
| GS-9 THRU 11 | 19,671 | 2,075 | 10.5 | 183 | .9 | 102 | .5 | 148 | .8 | 17,163 | 87.3 | |
| GS-12 THRU 13 | 10,500 | 479 | 4.6 | 96 | .9 | 19 | .2 | 79 | .8 | 9,827 | 93.6 | |
| GS-14 THRU 15 | 5,250 | 169 | 3.2 | 35 | .7 | 20 | .4 | 46 | .9 | 4,980 | 94.9 | |
| GS-16 THRU 18 | 290 | 7 | 2.4 | 2 | .7 | | | 2 | .7 | 279 | 96.2 | |
| TOTAL WAGE SYSTEMS..... | 6,022 | 2,846 | 47.3 | 45 | .7 | 557 | 9.2 | 29 | .5 | 2,543 | 42.3 | |
| JP THRJ \$5,499 | 396 | 1,214 | 54.0 | 10 | 2.5 | 56 | 16.1 | | | 116 | 29.3 | |
| \$ 5,500 THRJ \$ 6,999 | 2,264 | 1,410 | 62.3 | 8 | .4 | 240 | 10.6 | 11 | 1.5 | 595 | 26.3 | |
| \$ 7,000 THRJ \$ 7,999 | 1,130 | 579 | 51.2 | 11 | 1.0 | 102 | 9.0 | 8 | .7 | 430 | 38.1 | |
| \$ 8,000 THRJ \$ 8,999 | 930 | 303 | 32.6 | 5 | .5 | 86 | 9.2 | 5 | .5 | 531 | 57.1 | |
| \$ 9,000 THRJ \$ 9,999 | 537 | 156 | 29.1 | 4 | .7 | 23 | 4.3 | 3 | .6 | 351 | 65.4 | |
| \$10,000 THRJ \$13,999 | 681 | 171 | 25.1 | 7 | 1.0 | 43 | 6.3 | 2 | .3 | 458 | 67.3 | |
| \$14,000 THRJ \$17,999 | 77 | 11 | 14.3 | 1 | .2 | 6 | 7.8 | | | 60 | 77.9 | |
| \$18,000 AND OVER | 7 | 2 | 28.6 | | | 1 | 14.3 | | | 4 | 57.1 | |
| TOTAL OTHER PAY SYSTEMS | 6,428 | 128 | 2.0 | 37 | .6 | 90 | 1.4 | 67 | 1.0 | 6,106 | 95.0 | |
| JP THRJ \$6,499 | 1,126 | 38 | 3.4 | 3 | .3 | 75 | 6.7 | 10 | .9 | 1,000 | 88.8 | |
| \$ 6,500 THRJ \$ 9,999 | 3,175 | 61 | 1.9 | 20 | .0 | 9 | .3 | 20 | .6 | 3,065 | 96.5 | |
| \$10,000 THRJ \$13,999 | 1,041 | 17 | 1.6 | 8 | .8 | 4 | .4 | 22 | 2.1 | 990 | 95.1 | |
| \$14,000 THRJ \$17,999 | 875 | 8 | .9 | 5 | .6 | 2 | .2 | 12 | 1.4 | 848 | 96.9 | |
| \$18,000 THRJ \$25,999 | 87 | 3 | 3.4 | 1 | .8 | | | 1 | 1.1 | 83 | 95.4 | |
| \$26,000 AND OVER | 124 | 1 | .8 | | | | | 2 | 1.6 | 120 | 96.0 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

Table 1-21a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|---------------|-------------|-----|------------------|------------|-----------------|-------------|------------|------------|---------------------|-------------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS** | 103,364 | 22,329 | 21.6 | | 1,232 | 1.0 | 2,753 | 2.0 | 684 | .7 | 76,386 | 73.9 |
| TOTAL GENERAL SCHEDULE OR SIMILAR***** | 89,359 | 18,680 | 20.9 | | 1,125 | 1.3 | 2,007 | 2.2 | 561 | .6 | 66,986 | 75.0 |
| GS-1 THRU 4 | 31,801 | 11,223 | 35.3 | | 549 | 1.7 | 1,438 | 4.5 | 118 | .4 | 18,473 | 58.1 |
| GS-5 THRU 9 | 27,886 | 5,740 | 20.6 | | 339 | 1.2 | 452 | 1.6 | 221 | .8 | 21,134 | 75.8 |
| GS-9 THRU 11 | 17,046 | 1,242 | 7.3 | | 155 | .9 | 88 | .5 | 117 | .7 | 15,446 | 90.6 |
| GS-11 THRU 13 | 8,140 | 351 | 4.3 | | 60 | .7 | 18 | .2 | 69 | .8 | 7,642 | 93.9 |
| GS-13 THRU 15 | 4,179 | 115 | 2.8 | | 21 | .5 | 10 | .2 | 95 | .8 | 3,998 | 95.7 |
| GS-15 THRU 18 | 307 | 9 | 2.9 | | 1 | .3 | 1 | .3 | 1 | .3 | 295 | 96.1 |
| TOTAL WAGE SYSTEMS*** | 6,754 | 3,487 | 51.6 | | 66 | 1.0 | 727 | 10.8 | 33 | .5 | 2,441 | 36.1 |
| 11P THRU \$5,499 | 3,091 | 2,097 | 67.8 | | 32 | 1.0 | 491 | 15.9 | 9 | .3 | 662 | 14.9 |
| \$ 5,500 THRU \$ 6,999 | 2,062 | 1,132 | 54.9 | | 22 | 1.1 | 212 | 10.3 | 13 | .6 | 683 | 33.1 |
| \$ 7,000 THRU \$ 7,999 | 1,015 | 206 | 20.3 | | 8 | .8 | 15 | 1.5 | 7 | .7 | 779 | 76.7 |
| \$ 8,000 THRU \$ 8,999 | 393 | 47 | 12.0 | | 1 | .3 | 6 | 1.5 | 2 | .5 | 337 | 85.8 |
| \$ 9,000 THRU \$ 9,999 | 131 | 5 | 3.0 | | 1 | .8 | 2 | 1.5 | 2 | .5 | 121 | 92.4 |
| \$10,000 THRU \$13,999 | 62 | | | | 2 | 3.2 | 1 | 1.6 | | | 59 | 95.2 |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 7,271 | 162 | 2.2 | | 41 | .6 | 19 | .3 | 90 | 1.2 | 6,959 | 95.7 |
| UP THRU \$6,499 | 571 | 75 | 13.1 | | 12 | 2.1 | 10 | 1.8 | 11 | 1.9 | 463 | 81.1 |
| \$ 6,500 THRU \$ 9,999 | 2,325 | 27 | 1.2 | | 11 | .5 | 5 | .2 | 32 | 1.4 | 2,250 | 96.8 |
| \$10,000 THRU \$13,999 | 2,454 | 29 | 1.2 | | 8 | .3 | 3 | .1 | 26 | 1.1 | 2,388 | 97.3 |
| \$14,000 THRU \$17,999 | 856 | 20 | 2.3 | | 4 | .5 | 1 | .1 | 7 | .8 | 824 | 96.3 |
| \$18,000 AND OVER | 1,065 | 11 | 1.0 | | 6 | .6 | | | 14 | 1.3 | 1,034 | 97.1 |
| ** | | | | | | | | | | | | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Table 1-22

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | NEGRO | SPANISH SURNAME | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|-------|-----------------|-----------------|-----|----------|-----|---------------------|------|
| | | | | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS.. | 14,076 | 2,526 | 17.9 | 184 | 1.3 | 31 | .2 | 104 | .7 |
| TOTAL GENERAL SCHEDULE JR SIMILAR..... | 13,975 | 2,466 | 17.6 | 183 | 1.3 | 31 | .2 | 104 | .7 |
| GS- 1 THRU 4 | 2,245 | 903 | 40.2 | 62 | 2.8 | 11 | .5 | 20 | .9 |
| GS- 5 THRU 8 | 3,328 | 963 | 29.1 | 48 | 1.4 | 12 | .32 | 32 | 1.0 |
| GS- 9 THRU 11 | 3,875 | 305 | 7.9 | 34 | .9 | 9 | .2 | 27 | .7 |
| GS-12 THRU 13 | 3,208 | 194 | 6.0 | 27 | .8 | 3 | .1 | 22 | .7 |
| GS-14 THRU 15 | 1,232 | 90 | 7.3 | 12 | 1.0 | 1 | .1 | 3 | .2 |
| GS-16 THRU 18 | 87 | 6 | 6.9 | | | | | 1 | .1 |
| TOTAL WAGE SYSTEMS..... | 81 | 58 | 71.6 | 1 | 1.2 | | | | |
| JP THRU \$5,499 | | 1 | | | | | | 22 | 27.2 |
| \$5,500 THRU \$5,999 | | 26 | | | | | | | |
| \$5,7000 THRU \$7,999 | | 31 | | | | | | | |
| \$8,000 THRU \$8,999 | | 12 | | | | | | | |
| \$9,000 THRU \$9,999 | | 7 | | | | | | | |
| \$10,000 THRU \$13,999 | | 4 | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | |
| \$18,000 THRU \$25,999 | | | | | | | | | |
| \$26,000 AND OVER | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 18 | 2 | 11.1 | | | | | | |
| JP THRU \$6,499 | | | | | | | | | |
| \$6,500 THRU \$9,999 | | | | | | | | | |
| \$10,000 THRU \$13,999 | | | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | |
| \$18,000 THRU \$25,999 | | | | | | | | | |
| \$26,000 AND OVER | 18 | 2 | 11.1 | | | | | | |
| | | | | | | | | 16 | 88.9 |

1969 MINORITY GROUP STUDY
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Table 1-22a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------------|-------------|------------|------------------|-----|-----------------|-----------|-----------|-----------|---------------------|-------------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 14,268 | 2,291 | 16.1 | 129 | .9 | | 20 | .1 | 82 | .6 | 11,746 | 82.3 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 14,162 | 2,230 | 15.7 | 127 | .9 | | 20 | .1 | 82 | .6 | 11,703 | 82.6 |
| GS- 1 THRU 4 | 2,861 | 1,071 | 37.4 | 48 | 1.7 | | 7 | .2 | 17 | .6 | 1,718 | 60.0 |
| GS- 5 THRU 8 | 3,413 | 764 | 22.4 | 31 | .9 | | 6 | .2 | 24 | .7 | 2,588 | 75.8 |
| GS- 9 THRU 11 | 4,153 | 227 | 5.5 | 29 | .7 | | 5 | .1 | 22 | .5 | 3,870 | 93.2 |
| GS-12 THRU 13 | 2,669 | 120 | 4.5 | 14 | .5 | | 1 | .1 | 18 | .7 | 2,516 | 94.3 |
| GS-14 THRU 15 | 954 | 42 | 4.4 | 5 | .5 | | 1 | .1 | 1 | .1 | 905 | 94.9 |
| GS-16 THRU 18 | 112 | 6 | 5.4 | | | | | | | | 106 | 94.6 |
| TOTAL WAGE SYSTEMS..... | 89 | 60 | 67.4 | 2 | 2.2 | | | | | | 27 | 30.3 |
| UP THRU \$5,499 | 3 | 2 | 66.7 | | | | | | | | 1 | 33.3 |
| \$ 5,500 THRU \$ 6,999 | 60 | 47 | 78.3 | 2 | 3.3 | | | | | | 11 | 16.3 |
| \$ 7,000 THRU \$ 7,999 | 13 | 9 | 69.2 | | | | | | | | 4 | 30.8 |
| \$ 8,000 THRU \$ 8,999 | 10 | 2 | 20.0 | | | | | | | | 8 | 80.0 |
| \$ 9,000 THRU \$ 9,999 | 3 | | | | | | | | | | 3 | 100.0 |
| \$10,000 THRU \$13,999 | | | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHFR PAY SYSTEMS | 17 | 1 | 5.9 | | | | | | | | 16 | 94.1 |
| UP THRU \$6,499 | | | | | | | | | | | | |
| \$ 6,500 THRU \$ 9,999 | | | | | | | | | | | | |
| \$10,000 THRU \$13,999 | | | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |

Table 1-23

1969 MINORITY GROUP STUDY
 DEPARTMENT OF TRANSPORTATION
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|--------|--------|-----|-----------------|-----|-----------------|-----|----------|--------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS.. | 59,023 | 33,456 | 5.9 | 602 | 1.0 | 234 | .4 | 398 | .7 | 54,333 | 92.1 | |
| TOTAL GENERAL SCHEDULE JR SIMILAR..... | 52,633 | 2,628 | 5.0 | 530 | 1.0 | 151 | .3 | 267 | .5 | 49,057 | 93.2 | |
| GS- 1 THRU 4 | 3,796 | 846 | 22.3 | 65 | 1.7 | 22 | .6 | 46 | 1.2 | 2,816 | 74.2 | |
| GS- 5 THRU 8 | 8,219 | 944 | 11.5 | 133 | 1.6 | 32 | .4 | 51 | .7 | 7,049 | 85.8 | |
| GS- 9 THRU 11 | 18,991 | 498 | 2.6 | 205 | 1.1 | 60 | .3 | 92 | .5 | 18,136 | 95.5 | |
| GS-12 THRU 13 | 16,102 | 217 | 1.7 | 111 | .7 | 28 | .2 | 54 | .3 | 15,632 | 97.1 | |
| GS-14 THRU 15 | 5,258 | 57 | 1.1 | 14 | .3 | 7 | .1 | 14 | .3 | 5,166 | 98.3 | |
| GS-15 THRU 18 | 267 | 6 | 2.2 | 2 | .7 | 1 | .4 | | | 258 | 96.6 | |
| TOTAL WAGE SYSTEMS..... | 5,865 | 817 | 13.9 | 66 | 1.1 | 80 | 1.4 | 127 | 2.2 | 4,775 | 81.4 | |
| \$ 5,500 THRU \$ 5,999 | 244 | 129 | 52.9 | 4 | 1.6 | 2 | .8 | | | 1 | .4 | |
| \$ 5,500 THRU \$ 5,999 | 896 | 318 | 35.5 | 16 | 1.8 | 5 | .6 | | | 4 | .4 | |
| \$ 7,000 THRU \$ 7,999 | 1,801 | 247 | 13.7 | 17 | .9 | 9 | .5 | | | 22 | 1.2 | |
| \$ 8,000 THRU \$ 8,999 | 1,235 | 82 | 6.6 | 16 | 1.3 | 11 | .9 | | | 18 | 1.5 | |
| \$ 9,000 THRU \$ 9,999 | 624 | 20 | 3.2 | 8 | 1.3 | 17 | 2.7 | | | 11 | 1.8 | |
| \$10,000 THRU \$19,999 | 977 | 19 | 1.9 | 5 | .5 | 34 | 3.5 | | | 66 | 6.8 | |
| \$14,000 THRU \$17,999 | 77 | 1 | 1.3 | | | 2 | 2.6 | | | 4 | 5.2 | |
| \$18,000 AND OVER | 11 | 1 | 9.1 | | | | | | | 1 | 9.1 | |
| TOTAL OTHER PAY SYSTEMS | 525 | 11 | 2.1 | 6 | 1.1 | 3 | .6 | 4 | .8 | 501 | 95.4 | |
| JP THRU \$6,499 | 26 | 3 | 11.5 | | | | | | | | | |
| \$ 6,500 THRU \$ 9,999 | 80 | 2 | 2.5 | | | | | | | | | |
| \$10,000 THRU \$13,999 | 114 | 1 | .9 | 1 | .9 | 1 | 1.3 | | | 77 | 96.3 | |
| \$14,000 THRU \$17,999 | 167 | 2 | 1.2 | 2 | 1.2 | 1 | .6 | | | 109 | 95.6 | |
| \$18,000 THRU \$25,999 | 59 | 1 | 1.7 | 1 | 1.7 | 1 | .6 | | | 161 | 96.4 | |
| \$26,000 AND OVER | 79 | 2 | 2.5 | | | | | | | 1 | 1.7 | |

1969 MINORITY GROUP STUDY
DEPARTMENT OF TRANSPORTATION

Table 1-23a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------|--------------|-------------|-----|-----------------|------------|-----------------|-----------|------------|------------|---------------------|-------------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 55,243 | 2,995 | 5.4 | | 556 | 1.0 | 145 | .3 | 365 | .7 | 51,182 | 92.6 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 48,629 | 2,126 | 4.4 | | 468 | 1.0 | 104 | .2 | 248 | .5 | 45,683 | 93.9 |
| GS-1 THRU 4 | 4,682 | 868 | 18.1 | | 77 | 1.6 | 18 | .4 | 45 | 1.0 | 3,694 | 78.9 |
| GS-5 THRU 8 | 9,178 | 738 | 8.0 | | 117 | 1.3 | 31 | .3 | 56 | .6 | 8,236 | 89.7 |
| GS-9 THRU 11 | 16,451 | 363 | 2.2 | | 186 | 1.1 | 31 | .2 | 101 | .6 | 15,770 | 95.9 |
| GS-12 THRU 13 | 14,318 | 162 | 1.1 | | 80 | .6 | 23 | .2 | 43 | .3 | 14,010 | 97.8 |
| GS-14 THRU 15 | 3,709 | 15 | .4 | | 8 | .2 | 1 | | 3 | .1 | 3,682 | 99.3 |
| GS-16 THRU 18 | 291 | | | | | | | | | | 291 | 100.0 |
| TOTAL WAGE SYSTEMS..... | 5,188 | 783 | 15.2 | | 47 | .9 | 36 | .7 | 110 | 2.1 | 4,207 | 81.1 |
| UP THRU \$5,499 | 547 | 230 | 42.0 | | 10 | 1.8 | 4 | .7 | 26 | 1.3 | 303 | 55.4 |
| \$5,500 THRU \$6,999 | 1,971 | 402 | 20.4 | | 24 | 1.2 | 13 | .7 | 8 | .5 | 1,506 | 76.4 |
| \$6,000 THRU \$7,999 | 1,722 | 133 | 7.7 | | 9 | .5 | 3 | .2 | 22 | 5.1 | 1,569 | 91.1 |
| \$7,000 THRU \$8,999 | 435 | 117 | 3.9 | | 4 | .2 | 2 | .5 | 38 | 1.7 | 393 | 90.3 |
| \$8,000 THRU \$9,999 | 229 | 4 | 1.7 | | 2 | .9 | 4 | 1.7 | 16 | 5.7 | 181 | 79.0 |
| \$9,000 THRU \$13,999 | 279 | 2 | .7 | | 1 | .4 | 10 | 3.6 | 16 | 5.7 | 250 | 89.6 |
| \$10,000 THRU \$17,999 | | | | | | | | | | | 5 | 100.0 |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 1,426 | 81 | 5.7 | | 41 | 2.9 | 5 | .4 | 7 | .5 | 1,292 | 90.6 |
| UP THRU \$6,499 | 239 | 63 | 26.4 | | 21 | 8.8 | 3 | 1.3 | | | 152 | 63.6 |
| \$6,500 THRU \$9,999 | 764 | 15 | 2.0 | | 16 | 2.1 | 4 | .5 | | | 724 | 94.8 |
| \$10,000 THRU \$13,999 | 249 | 1 | .4 | | | | | | | | 248 | 99.6 |
| \$14,000 THRU \$17,999 | 81 | 2 | 2.5 | | 3 | 3.7 | | | | | 76 | 93.8 |
| \$18,000 AND OVER | | | | | 1 | 1.1 | | | | | 92 | 98.9 |

1969 MINORITY GROUP STUDY
GENERAL SERVICES ADMINISTRATION

Table 1-24

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|---------------------------|--------|--------|-----|------------------|-----|-----------------|-----|----------|--------|---------------------|-------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS.. | 36,274 | 13,317 | 36.7 | 918 | 2.5 | 85 | .2 | 389 | 1.1 | 21,565 | 59.5 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 18,039 | 6,082 | 22.6 | 271 | 1.5 | 31 | .2 | 182 | 1.0 | 13,479 | 74.7 | |
| GS- 1 THRU 4 | 6,315 | 2,316 | 36.7 | 142 | 2.2 | 12 | 1.2 | 55 | 1.9 | 3,790 | 60.0 | |
| GS- 5 THRU 8 | 5,374 | 1,639 | 26.8 | 83 | 1.5 | 13 | 1.3 | 63 | 1.2 | 3,775 | 70.2 | |
| GS- 9 THRU 11 | 2,891 | 241 | 8.3 | 31 | 1.1 | 3 | 1.1 | 41 | 1.4 | 2,575 | 89.1 | |
| GS-12 THRU 13 | 2,515 | 72 | 2.9 | 15 | .6 | 1 | .1 | 22 | .9 | 2,405 | 93.6 | |
| GS-14 THRU 15 | 875 | 13 | 1.5 | | | 1 | .1 | 1 | .1 | 860 | 98.3 | |
| GS-16 THRU 18 | 69 | 1 | .4 | | | | | | | 68 | 98.6 | |
| TOTAL WAGE SYSTEMS..... | 18,211 | 9,235 | 50.7 | 647 | 3.6 | 54 | .3 | 207 | 1.1 | 8,068 | 44.3 | |
| UP THRJ \$5,499 | 3,906 | 3,100 | 79.4 | 162 | 4.1 | 4 | .1 | 13 | 1.1 | 637 | 16.3 | |
| \$ 5,500 THRU \$ 6,999 | 6,416 | 3,745 | 58.4 | 284 | 4.4 | 19 | .3 | 142 | 2.1 | 2,226 | 34.7 | |
| \$ 7,000 THRU \$ 7,999 | 2,638 | 1,028 | 39.0 | 97 | 3.7 | 9 | .3 | 24 | .9 | 1,480 | 56.1 | |
| \$ 8,000 THRU \$ 8,999 | 3,198 | 964 | 30.1 | 77 | 2.4 | 14 | .4 | 25 | .8 | 2,118 | 66.2 | |
| \$ 9,000 THRU \$ 9,999 | 1,193 | 271 | 22.7 | 21 | 1.8 | 3 | .3 | 6 | .5 | 892 | 74.8 | |
| \$10,000 THRU \$13,999 | 848 | 127 | 15.0 | 6 | .7 | 5 | .6 | 7 | .8 | 703 | 82.9 | |
| \$14,000 THRU \$17,999 | 11 | 1 | | | | | | | | 11 | 100.0 | |
| \$18,000 AND OVER | | | | | | | | | | 1 | 100.0 | |
| TOTAL OTHER PAY SYSTEMS | 24 | | | | | | | | | | 24 | 100.0 |
| UP THRJ \$6,499 | | | | | | | | | | | | |
| \$ 6,500 THRU \$ 9,999 | | | | | | | | | | | | |
| \$10,000 THRU \$13,999 | | | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | 2 | | | | | | | | | | |
| \$18,000 THRU \$25,999 | | 10 | | | | | | | | | | |
| \$26,000 AND OVER | | 10 | | | | | | | | | | |

1969 MINORITY GROUP STUDY
GENERAL SERVICES ADMINISTRATION

Table 1-26a

FULLTIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULLTIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|--|--------------------------|--------|--------|-----|-----------------|-----|-----------------|-----|----------|-----|---------------------|----------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 37,907 | 13,498 | 35.6 | | 852 | 2.0 | 84 | .2 | 404 | 1.1 | 23,069 | 60.9 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 18,256 | 3,677 | 20.1 | | 232 | 1.3 | 28 | .2 | 178 | 1.0 | 14,141 | 77.5 |
| GS-1 THRU 4 | 7,499 | 2,562 | 34.2 | | 127 | 1.7 | 16 | .2 | 58 | .6 | 6,736 | 63.2 |
| GS-5 THRU 8 | 4,535 | 877 | 19.3 | | 64 | 1.4 | 8 | .2 | 61 | 1.3 | 3,525 | 77.7 |
| GS-9 THRU 11 | 2,992 | 181 | 6.0 | | 26 | .9 | 3 | .1 | 42 | 1.4 | 2,944 | 91.6 |
| GS-12 THRU 13 | 2,313 | 51 | 2.1 | | 14 | .6 | 1 | | 16 | .7 | 2,291 | 96.5 |
| GS-14 THRU 15 | 787 | 5 | .6 | | 1 | .1 | | | 1 | .1 | 786 | 99.1 |
| GS-16 THRU 18 | 70 | 1 | .1 | | | | | | | | 69 | 98.6 |
| TOTAL WAGE SYSTEMS..... | 19,617 | 9,821 | 50.1 | | 620 | 3.2 | 56 | .3 | 226 | 1.2 | 8,894 | 45.3 |
| UP THRU \$5,499 | 8,961 | 6,296 | 70.3 | | 330 | 3.7 | 16 | .2 | 64 | .7 | 2,255 | 25.2 |
| \$5,500 THRU \$6,999 | 5,372 | 2,391 | 44.3 | | 208 | 3.9 | 26 | .5 | 125 | 2.3 | 2,622 | 48.8 |
| \$6,000 THRU \$7,499 | 3,675 | 927 | 25.2 | | 67 | 1.8 | 10 | .3 | 30 | .8 | 2,641 | 71.9 |
| \$7,000 THRU \$8,499 | 1,174 | 184 | 15.7 | | 14 | 1.2 | 4 | .3 | 5 | .4 | 967 | 82.4 |
| \$8,000 THRU \$9,499 | 332 | 21 | 6.1 | | 1 | .3 | | | 1 | .3 | 309 | 93.1 |
| \$9,000 THRU \$13,499 | 103 | 2 | .1 | | | | | | | | 100 | 97.0 |
| \$10,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHFR PAY SYSTEMS | 34 | | | | | | | | | | | 34 100.0 |
| UP THRU \$6,499 | | 6 | | | | | | | | | 6 | 100.0 |
| \$6,500 THRU \$9,999 | | 4 | | | | | | | | | 4 | 100.0 |
| \$10,000 THRU \$13,999 | | 6 | | | | | | | | | 6 | 100.0 |
| \$14,000 THRU \$17,999 | | 4 | | | | | | | | | 4 | 100.0 |
| \$18,000 AND OVER | | 14 | | | | | | | | | 14 | 100.0 |

Table 1-25

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

1969 MINORITY GROUP STUDY
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

Table 1-25a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|------------|------------|------------|------------------|-----------|-----------------|------------|-----------|---------------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 33,799 | 967 | 2.9 | 223 | .7 | 22 | .1 | 179 | .5 | 32,408 | 95.9 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | 28,505 | 662 | 2.3 | 167 | .6 | 17 | .1 | 160 | .6 | 27,949 | 96.5 | |
| GS- 1 THRU 4 | 2,822 | 161 | 5.7 | 23 | .8 | 4 | .1 | 6 | .2 | 2,628 | 93.1 | |
| GS- 5 THRU 8 | 4,566 | 220 | 4.8 | 38 | .8 | 2 | .1 | 23 | .5 | 4,253 | 93.8 | |
| GS- 9 THRU 11 | 6,151 | 168 | 2.7 | 45 | .7 | 5 | .1 | 28 | .5 | 5,905 | 96.0 | |
| GS-12 THRU 13 | 9,631 | 99 | 1.0 | 51 | .5 | 3 | .1 | 71 | .6 | 9,207 | 97.6 | |
| GS-14 THRU 15 | 5,268 | 14 | .3 | 10 | .2 | 3 | .1 | 31 | .6 | 5,210 | 98.9 | |
| GS-16 THRU 18 | 267 | | | | | | | 1 | .4 | 266 | 99.6 | |
| TOTAL WAGE SYSTEMS..... | 4,991 | 305 | 6.1 | 56 | 1.1 | 5 | .1 | 19 | .4 | 4,606 | 92.3 | |
| UP THRU \$5,499 | 324 | 80 | 24.7 | 2 | .6 | | | 2 | .6 | 240 | 74.1 | |
| \$ 5,500 THRU \$ 6,999 | 770 | 144 | 18.7 | 14 | 1.8 | | | 4 | .9 | 608 | 79.0 | |
| \$ 7,000 THRU \$ 7,999 | 1,830 | 62 | 3.4 | 9 | .5 | 2 | .1 | 1,756 | 96.0 | | | |
| \$ 8,000 THRU \$ 8,999 | 1,189 | 13 | 1.1 | 19 | 1.6 | 2 | .1 | 1,151 | 98.8 | | | |
| \$ 9,000 THRU \$ 9,999 | 604 | 6 | 1.0 | 11 | 1.8 | 1 | .2 | 582 | 98.4 | | | |
| \$10,000 THRU \$13,999 | 270 | | | 1 | .4 | | | 265 | 98.1 | | | |
| \$14,000 THRU \$17,999 | 4 | | | | | | | 4 | 1.5 | | | |
| \$18,000 AND OVER | | | | | | | | | | 4 | 100.0 | |
| TOTAL OTHER PAY SYSTEMS | 303 | | | | | | | | | 303 | 100.0 | |
| UP THRU \$6,499 | | | | | | | | | | | | |
| \$ 6,500 THRU \$ 9,999 | | | | | | | | | | | | |
| \$10,000 THRU \$13,999 | | | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| ** | | | | | | | | | | | | |

1969 MINORITY GROUP STUDY
TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

Table 1-26

| PAY SYSTEM | TOTAL | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|------------------------------------|--------|----------|-----------------|----------|-----------------|----------|----------|----------|---------------------|----------|
| | NUMBER | PER CENT | NUMBER | PER CENT | NUMBER | PER CENT | NUMBER | PER CENT | NUMBER | PER CENT |
| TOTAL ALL PAY SYSTEMS | 20,346 | 1,519 | 7.5 | 11 | .1 | 15 | .1 | .1 | 18,778 | 92.3 |
| TOTAL GENERAL SCHEDULE JR. SIMILAR | | | | | | | | | | |
| GS-1 THRU 4 | | | | | | | | | | |
| GS-5 THRU 8 | | | | | | | | | | |
| GS-9 THRU 11 | | | | | | | | | | |
| GS-12 THRU 13 | | | | | | | | | | |
| GS-14 THRU 15 | | | | | | | | | | |
| GS-16 THRU 18 | | | | | | | | | | |
| TOTAL WAGE SYSTEMS | 12,953 | 931 | 7.2 | 3 | .1 | 8 | .1 | .1 | 12,009 | 92.7 |
| JP THRJ \$5,499 | | | | | | | | | | |
| \$5,500 THRJ \$6,999 | 3,061 | 629 | 21.5 | 2 | .1 | 2 | .1 | 1 | 2,397 | 76.3 |
| \$7,000 THRJ \$7,999 | 1,985 | 184 | 9.3 | | | 2 | .1 | | 1,799 | 90.6 |
| \$8,000 THRJ \$8,999 | 2,012 | 25 | 1.2 | | | 2 | .1 | 1 | 1,986 | 98.7 |
| \$9,000 THRJ \$9,999 | 1,729 | 48 | 2.8 | | | 1 | | | 1,681 | 97.2 |
| \$10,000 THRJ \$13,999 | 4,166 | 15 | .4 | | | 4 | .1 | | 4,146 | 99.5 |
| \$14,000 THRJ \$17,999 | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 7,393 | 588 | 8.0 | 8 | .1 | 7 | .1 | .1 | 6,769 | 91.6 |
| JP THRJ \$6,499 | | | | | | | | | | |
| \$6,500 THRU \$9,999 | 1,264 | 394 | 31.2 | 6 | .5 | 4 | .3 | 2 | 856 | 67.9 |
| \$10,000 THRU \$13,999 | 2,457 | 152 | 6.2 | 1 | .1 | 3 | .1 | 2 | 2,299 | 93.6 |
| \$14,000 THRU \$17,999 | 1,528 | 35 | 2.3 | 1 | .1 | 14 | .9 | 14 | 1,478 | 96.7 |
| \$18,000 THRU \$25,999 | 1,254 | 5 | .4 | | | 3 | | 3 | 1,246 | 99.4 |
| \$26,000 AND OVER | 845 | 2 | .2 | | | | | | 863 | 99.8 |
| | 45 | | | | | | | | 63 | 100.0 |

1969 MINORITY GROUP STUDY
TENNESSEE VALLEY AUTHORITY

Table 1-26a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------------|--------------|------------|------------------|-----------|-----------------|-----------|-----------|-----------|---------------------|-------------|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS... | 19,286 | 100.0 | 1,408 | 7.3 | 5 | .0 | 10 | .1 | 16 | .1 | 17,847 | 92.5 |
| TOTAL GENERAL SCHEDULE OR SIMILAR..... | | | | | | | | | | | | |
| GS-1 THRU 4 | | | | | | | | | | | | |
| GS-5 THRU 8 | | | | | | | | | | | | |
| GS-9 THRU 11 | | | | | | | | | | | | |
| GS-12 THRU 13 | | | | | | | | | | | | |
| GS-14 THRU 15 | | | | | | | | | | | | |
| GS-16 THRU 18 | | | | | | | | | | | | |
| TOTAL WAGE SYSTEMS..... | 12,016 | 67.0 | 888 | 7.4 | 3 | .0 | 7 | .1 | 3 | .0 | 11,115 | 92.5 |
| UP THRU \$5,499 | 594 | 1.0 | 183 | 30.6 | 1 | .0 | 1 | .0 | 1 | .0 | 410 | 69.0 |
| \$5,500 THRU \$6,999 | 4,275 | 7.0 | 660 | 15.4 | 1 | .0 | 1 | .0 | 1 | .0 | 3,612 | 84.5 |
| \$6,000 THRU \$7,999 | 2,294 | 2.0 | 20 | 9.0 | 1 | .0 | 1 | .0 | 1 | .0 | 2,274 | 99.1 |
| \$7,000 THRU \$8,999 | 1,604 | 1.3 | 21 | 1.3 | 1 | .0 | 1 | .0 | 1 | .0 | 1,582 | 98.6 |
| \$8,000 THRU \$8,999 | 2,874 | 4.0 | 2 | .1 | 1 | .0 | 2 | .1 | 1 | .0 | 2,862 | 99.6 |
| \$9,000 THRU \$9,999 | 3,755 | 6.0 | 4 | .1 | 1 | .0 | 1 | .0 | 1 | .0 | 3,755 | 100.0 |
| \$10,000 THRU \$13,999 | | | | | | | | | | | | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$16,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 7,270 | 33.0 | 520 | 7.2 | 2 | .0 | 3 | .0 | 13 | .2 | 6,732 | 92.6 |
| UP THRU \$6,499 | 2,163 | 4.0 | 19,9 | 37.5 | 2 | .0 | 2 | .0 | 3 | .1 | 1,726 | 79.8 |
| \$6,500 THRU \$9,999 | 2,194 | 7.7 | 3,5 | 6.0 | 1 | .0 | 1 | .0 | 6 | .3 | 2,111 | 96.2 |
| \$10,000 THRU \$13,999 | 1,695 | 12 | 18 | 3.0 | 1 | .0 | 3 | .2 | 3 | .2 | 1,680 | 99.0 |
| \$14,000 THRU \$17,999 | 1,088 | 1 | 1 | .0 | 1 | .0 | 1 | .0 | 1 | .0 | 1,085 | 99.7 |
| \$18,000 AND OVER | 330 | | | | | | | | | | 330 | 100.0 |

1969 MINORITY GROUP STUDY
VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

Table 1-27

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAMED | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------|--------|-------|------------------|-----|-----------------|-------|----------|---------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| TOTAL ALL PAY SYSTEMS .. | 146,523 | 38,205 | 26.1 | 3,032 | 2.1 | 335 | .2 | 1,089 | .7 | 103,862 | 70.9 | |
| TOTAL GENERAL SCHEDULE OR SIMILAR | 113,110 | 24,719 | 21.9 | 2,026 | 1.8 | 234 | .2 | 952 | .8 | 85,179 | 75.3 | |
| GS- 1 THRU 4 | 45,402 | 15,688 | 34.6 | 964 | 2.1 | 127 | .3 | 125 | .3 | 28,458 | 62.8 | |
| GS- 5 THRU 9 | 31,051 | 6,584 | 21.2 | 523 | 1.7 | 55 | .2 | 278 | .9 | 23,614 | 76.0 | |
| GS- 9 THRU 11 | 21,787 | 2,047 | 9.4 | 226 | 1.0 | 33 | .2 | 270 | 1.2 | 19,211 | 68.2 | |
| GS-12 THRU 13 | 8,257 | 288 | 3.5 | 68 | .8 | 13 | .2 | 76 | .9 | 7,812 | 94.6 | |
| GS-14 THRU 15 | 6,381 | 107 | 1.7 | 245 | 3.6 | 6 | .1 | 203 | 3.2 | 5,820 | 91.2 | |
| GS-16 THRU 18 | 232 | 5 | 2.2 | | | | | | | 227 | 97.8 | |
| TOTAL WAGE SYSTEMS | 30,945 | 12,898 | 41.7 | 958 | 3.1 | 98 | .3 | 131 | .4 | 16,860 | 54.5 | |
| JP THRJ \$5,499 | 5,781 | 3,424 | 59.2 | 163 | 2.0 | 20 | .3 | 9 | .2 | 2,163 | 37.5 | |
| \$5,500 THRU \$6,999 | 14,285 | 6,932 | 48.5 | 542 | 3.8 | 40 | .3 | 46 | .3 | 6,725 | 67.1 | |
| \$6,000 THRU \$7,999 | 6,774 | 3,483 | 51.1 | 119 | 2.5 | 16 | .3 | 31 | .6 | 3,125 | 65.5 | |
| \$7,000 THRU \$8,999 | 3,292 | 643 | 19.5 | 79 | 2.4 | 15 | .5 | 22 | .7 | 2,533 | 76.9 | |
| \$8,000 THRU \$9,999 | 1,745 | 306 | 17.5 | 41 | 2.3 | 4 | .2 | 13 | .7 | 1,381 | 79.1 | |
| \$10,000 THRU \$13,999 | 1,065 | 110 | 10.3 | 14 | 1.3 | 3 | .3 | 10 | .9 | 928 | 87.1 | |
| \$14,000 THRU \$17,999 | 3 | | | | | | | | | 3 | 100.0 | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| TOTAL OTHER PAY SYSTEMS | 2,468 | 588 | 23.8 | 48 | 1.9 | 3 | .1 | 6 | .2 | 1,823 | 73.9 | |
| JP THRJ \$6,499 | 1,919 | 519 | 27.0 | 34 | 1.8 | 4 | .1 | 3 | .2 | 1,362 | 71.0 | |
| \$6,500 THRU \$9,999 | 354 | 66 | 18.0 | 16 | 4.0 | 4 | .3 | 3 | .8 | 270 | 76.3 | |
| \$10,000 THRU \$13,999 | 101 | 1 | 1.0 | | | | | | | 100 | 99.0 | |
| \$14,000 THRU \$17,999 | 42 | 1 | 2.4 | | | | | | | 40 | 95.2 | |
| \$18,000 THRU \$25,999 | 5 | 1 | 2.1 | | | | | | | 5 | 100.0 | |
| \$26,000 AND OVER | 47 | | | | | | | | | 46 | 97.9 | |

1969 MINORITY GROUP STUDY
VETERANS ADMINISTRATION

Table 1-27a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

| PAY SYSTEM | TOTAL FULL-TIME EMPLOYEES | | NEGRO | | SPANISH SURNAME | | AMERICAN INDIAN | | ORIENTAL | | ALL OTHER EMPLOYEES | |
|---|---------------------------|--------|--------|-------|-----------------|-----|-----------------|-----|----------|---------|---------------------|-----|
| | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT | NUMBER | PCT |
| <u>TOTAL ALL PAY SYSTEMS...</u> | 150,463 | 39,109 | 26.0 | 2,795 | 1.9 | 289 | .2 | 837 | .6 | 107,433 | 71.4 | |
| <u>TOTAL GENERAL SCHEDULE OR SIMILAR.....</u> | 114,874 | 24,904 | 21.7 | 1,810 | 1.6 | 202 | .2 | 724 | .6 | 87,234 | 75.9 | |
| GS- 1 THRU 4 | 52,274 | 18,095 | 36.6 | 986 | 1.9 | 108 | .2 | 149 | .3 | 32,936 | 63.0 | |
| GS- 5 THRU 8 | 28,409 | 6,762 | 23.6 | 391 | 1.4 | 48 | .2 | 213 | .7 | 22,995 | 80.9 | |
| GS- 9 THRU 11 | 20,080 | 1,722 | 8.6 | 168 | .7 | 28 | .1 | 160 | .9 | 18,022 | 89.8 | |
| GS-12 THRU 13 | 7,733 | 219 | 2.8 | 82 | 1.1 | 10 | .1 | 64 | .6 | 7,358 | 95.2 | |
| GS-14 THRU 15 | 5,953 | 99 | 1.7 | 203 | 3.4 | 8 | .1 | 138 | 2.3 | 5,505 | 92.5 | |
| GS-16 THRU 18 | 425 | 7 | 1.6 | | | | | | | 416 | 98.4 | |
| <u>TOTAL WAGE SYSTEMS.....</u> | 32,977 | 13,576 | 41.2 | 941 | 2.9 | 84 | .3 | 105 | .3 | 18,271 | 55.4 | |
| UP THRU \$5,499 | 21,256 | 10,906 | 51.3 | 657 | 3.1 | 56 | .3 | 64 | .2 | 9,593 | 45.1 | |
| \$ 5,500 THRU \$ 6,999 | 6,823 | 2,106 | 30.9 | 198 | 2.9 | 18 | .3 | 39 | .6 | 4,462 | 65.4 | |
| \$ 7,000 THRU \$ 7,999 | 3,448 | 440 | 12.8 | 70 | 2.0 | 8 | .2 | 15 | .4 | 2,912 | 84.5 | |
| \$ 8,000 THRU \$ 8,999 | 1,098 | 110 | 10.0 | 15 | 1.4 | 2 | .2 | 5 | .5 | 966 | 88.0 | |
| \$ 9,000 THRU \$ 9,999 | 293 | 14 | 4.8 | 1 | .3 | | | 2 | .7 | 276 | 94.2 | |
| \$10,000 THRU \$13,999 | 62 | | | | | | | | | 62 | 100.0 | |
| \$14,000 THRU \$17,999 | | | | | | | | | | | | |
| \$18,000 AND OVER | | | | | | | | | | | | |
| <u>TOTAL OTHER PAY SYSTEMS</u> | 2,612 | 629 | 24.1 | 44 | 1.7 | 3 | .1 | 8 | .3 | 1,928 | 73.8 | |
| UP THRU \$6,499 | 2,351 | 625 | 26.6 | 43 | 1.8 | 2 | .1 | 8 | .3 | 1,673 | 71.2 | |
| \$ 6,500 THRU \$ 9,999 | 124 | 1 | .8 | 1 | .8 | 1 | .8 | | | 121 | 97.6 | |
| \$10,000 THRU \$13,999 | 73 | 3 | 4.1 | | | | | | | 70 | 95.9 | |
| \$14,000 THRU \$17,999 | 2 | | | | | | | | | 2 | 100.0 | |
| \$18,000 AND OVER | 62 | | | | | | | | | 62 | 100.0 | |

INDEX

APPENDIX A

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TABLE A-1 -- UNITED STATES CIVIL SERVICE REGIONS

| | |
|-----------------------|---|
| <u>Central Office</u> | -- Washington, D. C. Standard Metropolitan Statistical area, which consists of the District of Columbia; in Virginia, Arlington, Fairfax, Loudoun, and Prince William Counties, and Alexandria, Fairfax, and Falls Church Cities; and Montgomery and Prince Georges Counties, Maryland. |
| <u>Atlanta</u> | -- Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee. |
| <u>Boston</u> | -- Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont. |
| <u>Chicago</u> | -- Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin. |
| <u>Dallas</u> | -- Arkansas, Louisiana, Oklahoma, and Texas. |
| <u>Denver</u> | -- Arizona, Colorado, New Mexico, Utah, and Wyoming. |
| <u>New York</u> | -- New Jersey, New York, and Virgin Islands. |
| <u>Philadelphia</u> | -- Delaware, Maryland 1/, Pennsylvania, Virginia 1/, and West Virginia. |
| <u>St. Louis</u> | -- Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota. |
| <u>San Francisco</u> | -- California and Nevada. |
| <u>Seattle</u> | -- Alaska, Idaho, Montana, Oregon, and Washington. |

1/ Excludes those counties and cities in Maryland and Virginia which are part of the Washington, D. C. Standard Metropolitan Statistical Area.

TABLE A-2 -- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS,
NOVEMBER 30, 1969

| Selected Standard Metropolitan Statistical Areas | Total, All Employment | Minority Group Employment | | | | | All Other |
|---|-----------------------|---------------------------|------------------|------------------|-----------------|-----------------|------------------|
| | | Total | Negro | Spanish Surnamed | American Indian | Oriental | |
| Total, 75 Selected Standard Metropolitan Statistical Areas.... | 1,611,115 | 389,221 | 319,893 | 49,655 | 4,644 | 15,029 | 1,221,894 |
| Washington, D.C.-Maryland-Virginia..... | 288,490 | 80,160 | 76,981 | 1,328 | 412 | 1,439 | 208,330 |
| San Francisco-Oakland, California..... | 88,843 | 28,940 | 18,990 | 3,164 | 333 | 6,453 | 59,903 |
| Philadelphia, Pennsylvania-New Jersey... | 84,177 | 22,767 | 22,329 | 297 | 22 | 119 | 61,410 |
| Chicago, Illinois..... | 73,024 | 31,227 | 30,127 | 670 | 58 | 372 | 41,797 |
| Los Angeles-Long Beach, California..... | 65,671 | 22,213 | 16,355 | 3,993 | 240 | 1,625 | 43,458 |
| New York, New York..... | 57,471 | 12,592 | 10,378 | 1,923 | 33 | 258 | 44,879 |
| Baltimore, Maryland..... | 46,911 | 12,054 | 11,824 | 109 | 24 | 97 | 34,857 |
| Boston, Massachusetts..... | 43,413 | 2,244 | 2,028 | 88 | 16 | 112 | 41,169 |
| San Antonio, Texas..... | 40,616 | 19,035 | 2,828 | 16,116 | 35 | 56 | 21,581 |
| St. Louis, Missouri-Illinois..... | 34,927 | 8,086 | 7,901 | 109 | 18 | 58 | 26,841 |
| Norfolk-Portsmouth, Virginia..... | 34,361 | 9,022 | 8,932 | 37 | 6 | 47 | 25,339 |
| Detroit, Michigan..... | 29,543 | 10,234 | 10,026 | 104 | 40 | 64 | 19,309 |
| Atlanta, Georgia..... | 25,658 | 6,486 | 6,403 | 59 | 17 | 7 | 19,182 |
| Denver, Colorado..... | 23,637 | 4,026 | 2,074 | 1,661 | 91 | 200 | 19,611 |
| Kansas City, Missouri-Kansas..... | 21,826 | 4,384 | 4,085 | 227 | 25 | 47 | 17,442 |
| Newark, New Jersey..... | 21,742 | 3,928 | 3,721 | 143 | 7 | 57 | 17,814 |
| Cleveland, Ohio..... | 20,870 | 6,790 | 6,707 | 36 | 9 | 38 | 14,080 |
| Macon, Georgia..... | 18,582 | 2,636 | 2,604 | 24 | 2 | 6 | 15,946 |
| Huntsville, Alabama..... | 17,630 | 525 | 480 | 22 | 6 | 17 | 17,105 |
| Pittsburgh, Pennsylvania..... | 17,232 | 2,753 | 2,715 | 19 | 7 | 11 | 14,479 |
| Indianapolis, Indiana..... | 17,062 | 4,434 | 4,396 | 19 | 2 | 17 | 12,628 |
| Houston, Texas..... | 16,295 | 4,674 | 3,678 | 939 | 26 | 31 | 11,621 |
| Newport News-Hampton, Virginia..... | 15,570 | 3,034 | 3,001 | 20 | 3 | 10 | 12,536 |
| Charleston, South Carolina..... | 15,193 | 2,752 | 2,709 | 30 | 2 | 11 | 12,441 |
| Cincinnati, Ohio-Kentucky-Indiana..... | 13,590 | 2,936 | 2,906 | 9 | 4 | 17 | 10,654 |
| Dallas, Texas..... | 12,917 | 2,479 | 2,069 | 324 | 78 | 8 | 10,438 |
| New Orleans, Louisiana..... | 12,651 | 3,848 | 3,708 | 114 | 5 | 21 | 8,803 |
| Memphis, Tennessee-Arkansas..... | 12,018 | 3,860 | 3,833 | 15 | 4 | 7 | 8,158 |
| Jacksonville, Florida..... | 10,819 | 1,661 | 1,592 | 41 | 20 | 8 | 9,158 |
| Louisville, Kentucky-Indiana..... | 10,306 | 1,470 | 1,452 | 8 | ... | 10 | 8,836 |
| Miami, Florida..... | 9,680 | 1,744 | 1,250 | 454 | 17 | 23 | 7,936 |
| Fort Worth, Texas..... | 8,821 | 890 | 589 | 246 | 35 | 20 | 7,931 |
| Birmingham, Alabama..... | 6,223 | 1,282 | 1,273 | 6 | 1 | 2 | 4,941 |
| Nashville, Tennessee..... | 6,041 | 801 | 787 | 9 | 2 | 3 | 5,240 |
| Little Rock-North Little Rock, Arkansas. | 5,764 | 841 | 817 | 12 | 8 | 4 | 4,323 |
| Columbia, South Carolina..... | 5,325 | 1,180 | 1,158 | 11 | 6 | 5 | 4,145 |
| Montgomery, Alabama..... | 4,690 | 660 | 642 | 10 | 1 | 7 | 4,030 |
| Greensboro-Winston-Salem-High Point, North Carolina..... | 3,168 | 557 | 551 | 4 | 1 | 1 | 2,611 |
| Jackson, Mississippi..... | 2,977 | 392 | 387 | 1 | 2 | 2 | 2,585 |
| Mobile, Alabama..... | 2,192 | 308 | 303 | 4 | 1 | ... | 1,884 |
| Raleigh, North Carolina..... | 1,942 | 222 | 214 | 4 | 2 | 2 | 1,720 |
| Total, 41 Selected Standard Metropolitan Statistical Areas.... | (1,247,878) | (330,127) | (284,804) | (32,410) | (1,621) | (11,292) | (917,751) |

TABLE A-2 -- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS,
NOVEMBER 30, 1969 -- Continued

| Selected Standard Metropolitan Statistical Areas | Total, All Employment | Minority Group Employment | | | | | All Other |
|--|-----------------------|---------------------------|----------|------------------|-----------------|----------|-----------|
| | | Total | Negro | Spanish Surnamed | American Indian | Oriental | |
| Oklahoma City, Oklahoma..... | 33,411 | 4,063 | 2,767 | 203 | 1,075 | 18 | 29,348 |
| San Diego, California..... | 29,986 | 5,125 | 2,354 | 1,820 | 123 | 828 | 24,861 |
| Sacramento, California..... | 28,919 | 4,396 | 2,131 | 1,264 | 114 | 887 | 24,523 |
| Dayton, Ohio..... | 26,593 | 5,407 | 5,311 | 41 | 7 | 48 | 21,186 |
| Salt Lake City, Utah..... | 23,457 | 1,286 | 255 | 768 | 49 | 214 | 22,171 |
| Seattle-Everett, Washington..... | 15,497 | 1,883 | 1,094 | 70 | 110 | 609 | 13,614 |
| San Bernardino-Riverside-Ontario, California..... | 14,120 | 2,715 | 829 | 1,654 | 166 | 66 | 11,405 |
| Portland, Oregon-Washington..... | 12,964 | 723 | 442 | 42 | 63 | 176 | 12,241 |
| Columbus, Ohio..... | 11,479 | 3,331 | 3,302 | 18 | 1 | 10 | 8,148 |
| Milwaukee, Wisconsin..... | 10,363 | 1,177 | 1,088 | 55 | 16 | 18 | 9,186 |
| Pensacola, Florida..... | 9,036 | 1,041 | 972 | 40 | 23 | 6 | 7,995 |
| Buffalo, New York..... | 8,941 | 878 | 841 | 22 | 8 | 7 | 8,063 |
| Phoenix, Arizona..... | 8,879 | 1,237 | 258 | 640 | 300 | 39 | 7,642 |
| Harrisburg, Pennsylvania..... | 8,574 | 839 | 812 | 12 | ... | 15 | 7,735 |
| Albuquerque, New Mexico..... | 8,540 | 3,402 | 108 | 2,515 | 762 | 17 | 5,138 |
| San Jose, California..... | 8,475 | 1,563 | 549 | 602 | 37 | 375 | 6,912 |
| Richmond, Virginia..... | 8,265 | 2,863 | 2,839 | 10 | 3 | 11 | 5,402 |
| Tacoma, Washington..... | 8,193 | 804 | 555 | 58 | 46 | 145 | 7,389 |
| El Paso, Texas..... | 7,614 | 3,607 | 239 | 3,311 | 12 | 45 | 4,007 |
| Ogden, Utah..... | 7,079 | 439 | 106 | 254 | 19 | 60 | 6,640 |
| Omaha, Nebraska-Iowa..... | 7,077 | 654 | 566 | 60 | 14 | 14 | 6,423 |
| Corpus Christi, Texas..... | 6,880 | 2,567 | 217 | 2,343 | 5 | 2 | 4,313 |
| Tampa-St. Petersburg, Florida..... | 6,550 | 672 | 310 | 354 | 7 | 1 | 5,878 |
| Columbus, Georgia-Alabama..... | 6,067 | 1,497 | 1,452 | 32 | 1 | 12 | 4,570 |
| Augusta, Georgia-South Carolina..... | 6,056 | 1,318 | 1,294 | 12 | 3 | 9 | 4,738 |
| Biloxi-Gulfport, Mississippi..... | 5,632 | 671 | 651 | 15 | 3 | 2 | 4,961 |
| Jersey City, New Jersey..... | 5,551 | 1,304 | 1,156 | 144 | 1 | 3 | 4,247 |
| Austin, Texas..... | 5,303 | 891 | 381 | 495 | 9 | 6 | 4,412 |
| Providence-Pawtucket-Warwick, Rhode Island-Massachusetts..... | 4,911 | 182 | 167 | 7 | 1 | 7 | 4,729 |
| Hartford, Connecticut..... | 4,875 | 499 | 482 | 13 | 1 | 3 | 4,376 |
| Wilmington, Delaware-New Jersey, Maryland..... | 4,515 | 830 | 806 | 14 | ... | 10 | 3,685 |
| Wichita, Kansas..... | 3,602 | 340 | 257 | 57 | 17 | 9 | 3,262 |
| Fresno, California..... | 2,946 | 495 | 121 | 285 | 25 | 64 | 2,451 |
| Shreveport, Louisiana..... | 2,887 | 395 | 377 | 15 | 2 | 1 | 2,492 |
| Total, 34 Selected Standard Metropolitan Statistical Areas.... | (363,237) | (59,094) | (35,089) | (17,245) | (3,023) | (3,737) | (304,143) |

TABLE A-3 -- TOTAL AND MINORITY EMPLOYMENT IN 41 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS,
NOVEMBER 30, 1967 AND 1969

| Selected Standard Metropolitan Statistical Area | Total All Employment | | Minority Employment | | | | | | | |
|--|----------------------|------------------|---------------------|--------------|----------------|--------------|--------|---------|--------|---------|
| | | | 1969 | 1967 | Number | Percent | Number | Percent | Number | Percent |
| | 1969 | 1967 | 1969 | 1967 | 1969 | 1967 | 1969 | 1967 | 1969 | 1967 |
| Total, Selected Standard Metropolitan Statistical Area..... | 1,247,878 | 1,320,059 | 330,127 | 26.46 | 347,962 | 26.36 | | | | |
| Atlanta, Georgia..... | 25,668 | 25,139 | 6,486 | 25.27 | 5,771 | 22.96 | | | | |
| Baltimore, Maryland..... | 46,911 | 47,967 | 12,054 | 25.70 | 12,507 | 26.07 | | | | |
| Birmingham, Alabama..... | 6,223 | 6,400 | 1,282 | 20.60 | 980 | 15.31 | | | | |
| Boston, Massachusetts..... | 43,413 | 44,059 | 2,244 | 5.17 | 2,243 | 5.09 | | | | |
| Charleston, South Carolina..... | 15,193 | 16,046 | 2,752 | 18.11 | 2,742 | 17.09 | | | | |
| Chicago, Illinois..... | 73,024 | 66,970 | 31,227 | 42.76 | 28,956 | 43.24 | | | | |
| Cincinnati, Ohio-Kentucky-Indiana..... | 13,590 | 14,076 | 2,936 | 21.60 | 3,180 | 22.59 | | | | |
| Cleveland, Ohio..... | 20,870 | 21,544 | 6,790 | 32.53 | 6,914 | 32.09 | | | | |
| Columbia, South Carolina..... | 5,325 | 5,178 | 1,180 | 22.16 | 1,207 | 23.31 | | | | |
| Dallas, Texas..... | 12,917 | 11,688 | 2,479 | 19.19 | 1,914 | 16.38 | | | | |
| Denver, Colorado..... | 23,637 | 24,868 | 4,026 | 17.03 | 4,208 | 16.92 | | | | |
| Detroit, Michigan..... | 29,543 | 32,160 | 10,234 | 34.64 | 10,111 | 31.44 | | | | |
| Fort Worth, Texas..... | 8,821 | 8,509 | 890 | 10.09 | 691 | 8.12 | | | | |
| Greensboro-Winston-Salem-High Point, North Carolina..... | 3,168 | 2,241 | 557 | 17.58 | 454 | 20.26 | | | | |
| Houston, Texas..... | 16,295 | 15,799 | 4,674 | 28.68 | 4,256 | 26.94 | | | | |
| Huntsville, Alabama..... | 17,630 | 18,063 | 525 | 2.98 | 627 | 3.47 | | | | |
| Indianapolis, Indiana..... | 17,062 | 17,369 | 4,434 | 25.99 | 4,702 | 27.07 | | | | |
| Jackson, Mississippi..... | 2,977 | 2,833 | 392 | 13.17 | 376 | 13.27 | | | | |
| Jacksonville, Florida..... | 10,819 | 9,976 | 1,661 | 15.35 | 1,610 | 16.14 | | | | |
| Kansas City, Missouri-Kansas..... | 21,826 | 19,947 | 4,384 | 20.09 | 3,791 | 19.01 | | | | |
| Little Rock-North Little Rock, Arkansas..... | 5,764 | 4,982 | 841 | 14.59 | 826 | 16.58 | | | | |
| Los Angeles-Long Beach, California..... | 65,671 | 68,206 | 22,213 | 33.82 | 21,130 | 30.98 | | | | |
| Louisville, Kentucky-Indiana..... | 10,306 | 9,747 | 1,470 | 14.26 | 1,417 | 14.54 | | | | |
| Macon, Georgia..... | 18,582 | 19,546 | 2,636 | 14.19 | 2,410 | 12.33 | | | | |
| Memphis, Tennessee-Arkansas..... | 12,018 | 11,513 | 3,860 | 32.12 | 3,714 | 32.26 | | | | |
| Miami, Florida..... | 9,680 | 8,996 | 1,744 | 18.02 | 1,328 | 14.76 | | | | |
| Mobile, Alabama..... | 2,192 | 4,818 | 308 | 14.05 | 762 | 15.82 | | | | |
| Montgomery, Alabama..... | 4,690 | 4,283 | 660 | 14.07 | 684 | 15.97 | | | | |
| Nashville, Tennessee..... | 6,041 | 5,683 | 801 | 13.26 | 755 | 13.29 | | | | |
| New Orleans, Louisiana..... | 12,651 | 12,617 | 3,848 | 30.42 | 3,769 | 29.87 | | | | |
| Newark, New Jersey..... | 21,742 | 24,229 | 3,928 | 18.07 | 3,941 | 16.27 | | | | |
| Newport News-Hampton, Virginia..... | 15,570 | 13,824 | 3,034 | 19.49 | 2,938 | 21.25 | | | | |
| New York, New York..... | 57,471 | 122,498 | 12,592 | 21.91 | 36,984 | 30.19 | | | | |
| Norfolk-Portsmouth, Virginia..... | 34,361 | 37,234 | 9,022 | 26.26 | 9,486 | 25.48 | | | | |
| Philadelphia, Pennsylvania-New Jersey... | 84,177 | 84,466 | 22,767 | 27.05 | 23,115 | 27.37 | | | | |
| Pittsburgh, Pennsylvania..... | 17,232 | 17,395 | 2,753 | 15.98 | 2,882 | 16.57 | | | | |
| Raleigh, North Carolina..... | 1,942 | 1,477 | 222 | 11.43 | 174 | 11.78 | | | | |
| St. Louis, Missouri-Illinois..... | 34,927 | 32,660 | 8,086 | 23.15 | 7,811 | 23.92 | | | | |
| San Antonio, Texas..... | 40,616 | 40,489 | 19,035 | 46.87 | 18,210 | 44.98 | | | | |
| San Francisco-Oakland, California..... | 88,843 | 93,479 | 28,940 | 32.57 | 30,838 | 32.99 | | | | |
| Washington, D.C.-Maryland-Virginia..... | 288,490 | 291,085 | 80,160 | 27.79 | 77,548 | 26.64 | | | | |

TABLE A-4 -- GENERAL SCHEDULE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 28, 1969

| GRADE | GENERAL SCHEDULE-BASIC PER ANNUM RATES | | | | | | | | | | STEP INCREASE |
|-------|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| GS-1 | \$4,125 3,889 | \$4,262 4,019 | \$4,399 4,149 | \$4,536 4,279 | \$4,673 4,408 | \$4,810 4,538 | \$4,947 4,668 | \$5,084 4,798 | \$5,221 4,928 | \$5,358 5,057 | \$137 129-130 |
| GS-2 | 4,621 4,360 | 4,775 4,505 | 4,929 4,650 | 5,083 4,795 | 5,237 4,940 | 5,391 5,085 | 5,545 5,230 | 5,699 5,375 | 5,853 5,520 | 6,007 5,665 | \$154 \$145 |
| GS-3 | 5,212 4,917 | 5,386 5,081 | 5,560 5,245 | 5,734 5,409 | 5,908 5,573 | 6,082 5,737 | 6,256 5,901 | 6,430 6,065 | 6,604 6,229 | 6,778 6,393 | \$174 \$164 |
| GS-4 | 5,853 5,522 | 6,048 5,706 | 6,243 5,890 | 6,438 6,074 | 6,633 6,258 | 6,828 6,442 | 7,023 6,626 | 7,218 6,810 | 7,413 6,994 | 7,608 7,178 | \$195 \$184 |
| GS-5 | 6,548 6,176 | 6,766 6,382 | 6,984 6,588 | 7,202 6,794 | 7,420 7,000 | 7,638 7,206 | 7,856 7,412 | 8,074 7,618 | 8,292 7,824 | 8,510 8,030 | \$218 \$206 |
| GS-6 | 7,294 6,882 | 7,537 7,111 | 7,780 7,340 | 8,023 7,569 | 8,266 7,798 | 8,509 8,027 | 8,752 8,256 | 8,995 8,485 | 9,238 8,714 | 9,481 8,943 | \$243 \$229 |
| GS-7 | 8,098 7,639 | 8,368 7,894 | 8,638 8,149 | 8,908 8,404 | 9,178 8,659 | 9,448 8,914 | 9,718 9,169 | 9,988 9,424 | 10,258 9,679 | 10,528 9,934 | \$270 \$255 |
| GS-8 | 8,956 8,439 | 9,255 8,731 | 9,554 9,013 | 9,853 9,295 | 10,152 9,577 | 10,451 9,859 | 10,750 10,141 | 11,049 10,423 | 11,348 10,705 | 11,647 10,987 | \$299 \$282 |
| GS-9 | 9,881 9,320 | 10,210 9,631 | 10,539 9,942 | 10,868 10,253 | 11,197 10,564 | 11,526 10,875 | 11,855 11,186 | 12,184 11,497 | 12,513 11,808 | 12,842 12,119 | \$329 \$311 |
| GS-10 | 10,869 10,252 | 11,231 10,594 | 11,593 10,936 | 11,955 11,278 | 12,317 11,620 | 12,679 11,962 | 13,041 12,304 | 13,403 12,646 | 13,765 12,988 | 14,127 13,340 | \$362 \$332 |
| GS-11 | 11,905 11,233 | 12,302 11,607 | 12,699 11,981 | 13,096 12,355 | 13,493 12,729 | 13,890 13,103 | 14,287 13,477 | 14,684 13,851 | 15,081 14,223 | 15,478 14,599 | \$397 \$374 |
| GS-12 | 14,192 13,389 | 14,665 13,835 | 15,138 14,281 | 15,611 14,727 | 16,084 15,173 | 16,557 15,619 | 17,030 16,065 | 17,503 16,511 | 17,976 16,957 | 18,449 17,403 | \$473 \$446 |
| GS-13 | 16,760 15,812 | 17,319 16,339 | 17,878 16,866 | 18,437 17,393 | 18,996 17,920 | 19,555 18,447 | 20,114 18,974 | 20,673 18,951 | 21,232 20,028 | 21,791 20,555 | \$559 \$527 |
| GS-14 | 19,643 18,531 | 20,298 19,149 | 20,953 19,767 | 21,608 20,385 | 22,263 21,003 | 22,918 21,621 | 23,573 22,239 | 24,228 23,857 | 24,883 23,475 | 25,538 24,093 | \$655 \$618 |
| GS-15 | 22,885 21,589 | 23,648 22,309 | 24,411 23,029 | 25,174 23,749 | 25,937 24,469 | 26,700 25,189 | 27,463 25,909 | 28,226 26,629 | 28,989 27,349 | 29,752 28,069 | \$763 \$720 |
| GS-16 | 26,547 25,044 | 27,432 25,879 | 28,317 26,714 | 29,202 27,539 | 30,087 28,384 | 30,972 29,219 | 31,857 30,054 | 32,742 30,889 | 33,627 31,724 | 3885 \$835 | |
| GS-17 | 30,714 28,976 | 31,738 29,942 | 32,762 30,908 | 33,786 31,874 | 34,810 32,840 | ..... | ..... | ..... | ..... | ..... | \$1,024 \$966 |
| GS-18 | 35,505 33,495 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |  |

TABLE A-5 -- POSTAL FIELD SERVICE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 27, 1969

| LEVEL | POSTAL FIELD SERVICE SCHEDULE OF ANNUAL SALARY RATES | | | | | | | | | | | | STEP INCREASE |
|--------|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | |
| PFS-1 | \$4,794 4,522 | \$4,954 4,673 | \$5,114 4,824 | \$5,274 4,975 | \$5,434 5,126 | \$5,594 5,277 | \$5,754 5,428 | \$5,914 5,579 | \$6,074 5,730 | \$6,234 5,881 | \$6,394 6,032 | \$6,554 6,183 | \$160 151 |
| PFS-2 | 5,182 4,889 | 5,355 5,052 | 5,528 5,215 | 5,701 5,378 | 5,874 5,541 | 6,047 5,704 | 6,220 5,867 | 6,393 6,030 | 6,566 6,193 | 6,739 6,356 | 6,912 6,519 | 7,085 6,682 | 173 163 |
| PFS-3 | 5,602 5,286 | 5,789 5,462 | 5,976 5,638 | 6,163 5,814 | 6,350 5,990 | 6,537 6,166 | 6,724 6,342 | 6,911 6,518 | 7,098 6,694 | 7,285 6,870 | 7,472 7,046 | 7,659 7,222 | 187 176 |
| PFS-4 | 6,056 5,715 | 6,258 5,905 | 6,460 6,095 | 6,662 6,285 | 6,864 6,475 | 7,066 6,665 | 7,268 6,855 | 7,470 7,045 | 7,672 7,235 | 7,874 7,425 | 8,076 7,615 | 8,278 7,805 | 202 190 |
| PFS-5 | 6,548 6,176 | 6,766 6,382 | 6,984 6,588 | 7,202 6,794 | 7,420 7,000 | 7,638 7,206 | 7,856 7,412 | 8,074 7,618 | 8,292 7,824 | 8,510 8,030 | 8,728 8,236 | 8,946 8,442 | 218 206 |
| PFS-6 | 7,077 6,675 | 7,313 6,898 | 7,549 7,121 | 7,785 7,344 | 8,021 7,567 | 8,257 7,790 | 8,493 8,013 | 8,729 8,236 | 8,965 8,459 | 9,201 8,682 | 9,437 8,905 | 9,673 9,128 | 236 223 |
| PFS-7 | 7,650 7,216 | 7,905 7,457 | 8,160 7,698 | 8,415 7,939 | 8,670 8,180 | 8,925 8,421 | 9,180 8,662 | 9,435 8,903 | 9,690 9,144 | 9,945 9,385 | 10,200 9,626 | 10,455 9,867 | 255 241 |
| PFS-8 | 8,269 7,802 | 8,545 8,062 | 8,821 8,322 | 9,097 8,582 | 9,373 8,842 | 9,649 9,102 | 9,925 9,362 | 10,201 9,622 | 10,477 9,882 | 10,753 10,142 | 11,029 10,402 | ..... | 276 260 |
| PFS-9 | 8,940 8,414 | 9,238 8,715 | 9,536 8,996 | 9,834 9,277 | 10,132 9,558 | 10,430 9,839 | 10,728 10,120 | 11,026 10,401 | 11,324 10,682 | 11,622 10,963 | ..... | ..... | 298 281 |
| PFS-10 | 9,645 9,101 | 9,967 9,404 | 10,289 9,707 | 10,611 10,010 | 10,933 10,313 | 11,255 10,616 | 11,577 10,919 | 11,899 11,222 | 12,221 11,525 | 12,543 11,828 | ..... | ..... | 322 303 |
| PFS-11 | 10,717 10,110 | 11,074 10,447 | 11,431 10,784 | 11,788 11,121 | 12,145 11,458 | 12,502 11,795 | 12,859 12,132 | 13,216 12,469 | 13,573 12,806 | 13,930 13,143 | ..... | ..... | 357 337 |
| PFS-12 | 11,905 11,233 | 12,302 11,607 | 12,699 11,981 | 13,096 12,355 | 13,493 12,729 | 13,890 13,103 | 14,287 13,477 | 14,684 13,851 | 15,081 14,225 | 15,478 14,599 | ..... | ..... | 397 374 |
| PFS-13 | 13,227 12,478 | 13,668 12,894 | 14,109 13,310 | 14,550 13,726 | 14,991 14,142 | 15,432 14,558 | 15,873 14,974 | 16,314 15,390 | 16,755 15,806 | 17,196 16,222 | ..... | ..... | 441 416 |
| PFS-14 | 14,695 13,864 | 15,185 14,326 | 15,675 14,788 | 16,165 15,250 | 16,655 15,712 | 17,145 16,174 | 17,635 16,636 | 18,125 17,098 | 18,615 17,560 | 19,105 18,022 | ..... | ..... | 490 462 |
| PFS-15 | 16,328 15,404 | 16,872 15,917 | 17,416 16,430 | 17,960 16,943 | 18,504 17,456 | 19,048 17,969 | 19,592 18,482 | 20,136 18,995 | 20,680 19,508 | 21,224 20,021 | ..... | ..... | 544 513 |
| PFS-16 | 18,138 17,114 | 18,743 17,684 | 19,348 18,254 | 19,953 18,824 | 20,558 19,394 | 21,163 19,964 | 21,768 20,534 | 22,373 21,104 | 22,978 21,674 | 23,583 22,244 | ..... | ..... | 605 570 |
| PFS-17 | 20,152 19,011 | 20,824 19,645 | 21,496 20,279 | 22,168 20,913 | 22,840 21,547 | 23,512 22,181 | 24,184 22,815 | 24,856 23,449 | 25,528 24,083 | 26,200 24,717 | ..... | ..... | 672 634 |
| PFS-18 | 22,390 21,122 | 23,136 21,826 | 23,882 22,530 | 24,628 23,234 | 25,374 23,938 | 26,120 24,642 | 26,866 23,346 | 27,612 26,050 | 28,358 26,754 | 29,104 27,458 | ..... | ..... | 746 704 |
| PFS-19 | 24,875 23,467 | 25,704 24,249 | 26,533 23,031 | 27,362 23,813 | 28,191 26,595 | 29,020 27,377 | 29,849 28,159 | 30,678 28,941 | 31,507 29,723 | 32,336 30,505 | ..... | ..... | 829 782 |
| PFS-20 | 27,636 26,071 | 28,557 26,940 | 29,478 27,809 | 30,399 28,678 | 31,320 29,547 | 32,241 30,416 | 33,162 31,283 | 34,083 32,154 | ..... | ..... | ..... | ..... | 921 869 |
| PFS-21 | 30,714 28,976 | 31,738 29,942 | 32,762 30,908 | 33,786 31,874 | 34,810 32,840 | ..... ..... | ..... ..... | ..... ..... | ..... ..... | ..... ..... | ..... ..... | ..... ..... | 1,024 966 |

GPO 895-305